

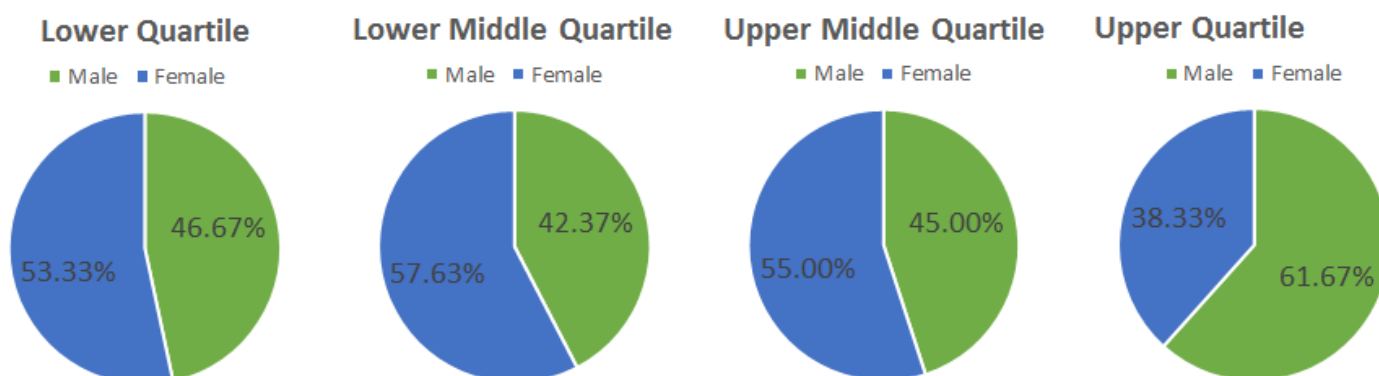
# Our Gender Pay Gap Data

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are pleased to publish our annual gender pay gap report.

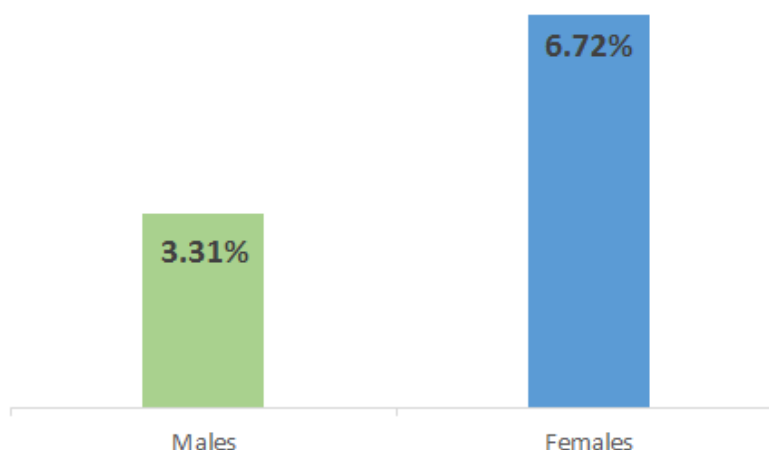
We collected our data on 5 April 2017, when our workforce consisted of 133 women and 122 men. The figures show that Old Thorns has a mean gender pay gap of 12.53% and a median gender pay gap of 0.97%.

	Women's Earnings are:
<b>Mean</b> Gender Pay Gap in hourly pay	<b>12.53% lower</b>
<b>Median</b> Gender Pay Gap in hourly Pay	<b>0.97% lower</b>
<b>Difference in mean</b> bonus payments	<b>45.64% lower</b>
<b>Difference in median</b> bonus payments	<b>84.79% lower</b>

## Proportion of Males and Females in each Quartile Band

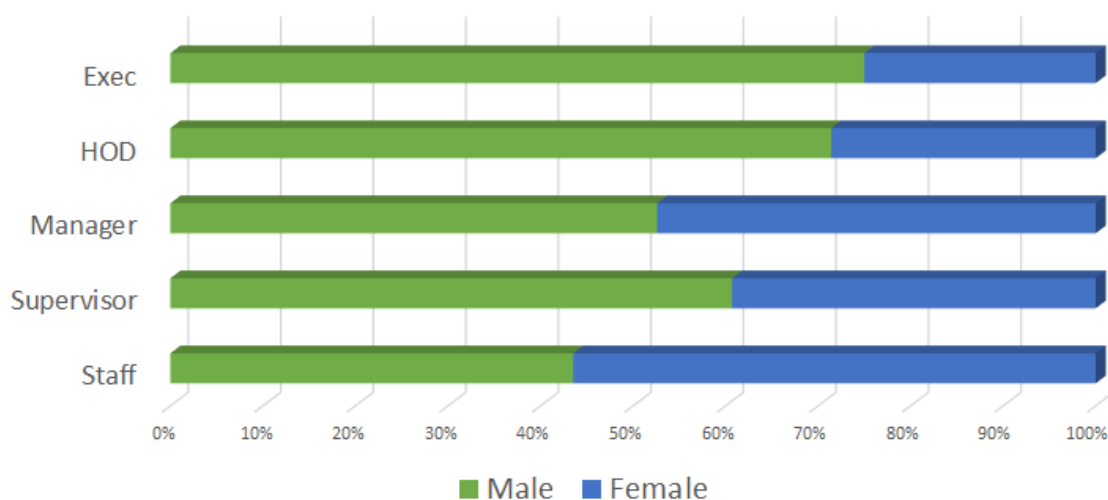


## Proportion of Males and Females Receiving a Bonus Payment



# Understanding the Gap

## Gender Breakdown by Job Grade



The analysis of our gender pay gap figures tell us that our gender pay gap as at April 2017 arises because women hold fewer senior positions than men. While women made up 52.55% of our workforce only 2.36% were Exec/HOD staff (those attracting highest levels of remuneration) were female, compared with 6.29% of men.

There were 9 starters/leavers (6 of whom were female) during the snapshot period whose calculated hourly rate was not representative of their actual normal hourly rate as it was significantly lower.

Our analysis suggests that when we adjust for these factors our pay gap drops to 3.91%.

## Declaration

I confirm that the calculations are accurate and meet the requirements of the legislation.

Cathal Lynch  
Managing Director