

**LICENSED TRADE CHARITY
GENDER PAY GAP REPORT 2022**

The Charity is committed to equality in the treatment of its staff. Pay rates are regularly monitored and the charity is therefore confident that men and women are paid equally for doing similar jobs across the organisation.

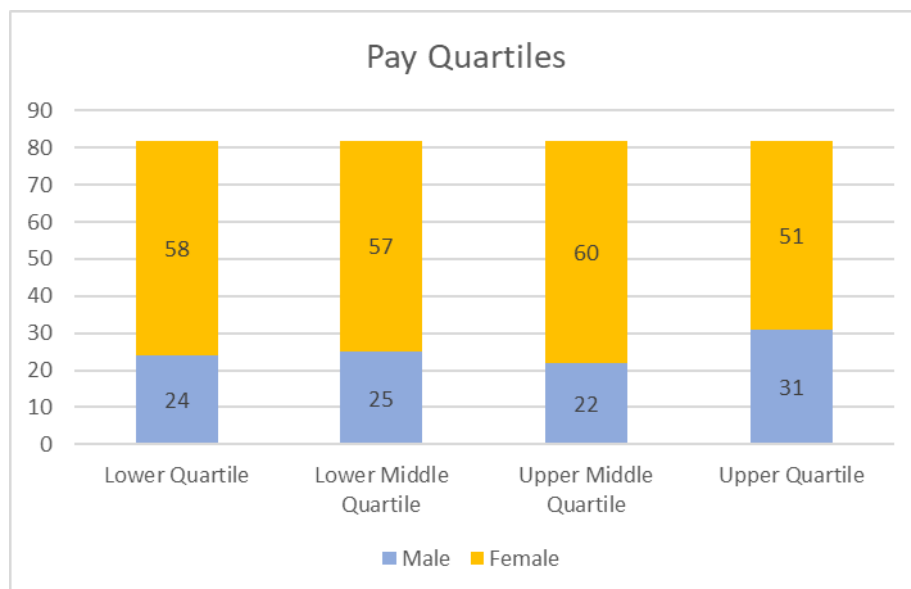
The Charity does not regularly make bonus payments. 5 bonus payments were made in the year, 1 to a male employee and 4 to female employees. The mean bonus paid to males was 19.90% higher than to females, and median bonus paid to males was 80.00% higher than to females. The highest bonus paid in the year to a female employee was 160% higher than the one bonus paid to a male employee.

Therefore, the table below shows only the overall mean and median gender pay gap based on hourly rates of pay as at April 2022.

Pay Gap	Difference between men and women	
	Mean	Median
Hourly fixed pay	9.4%	9.6%

The gender pay gap has reduced in the year by 3.2% for the mean difference between men and women and 10.4% for the median. The decrease in the gap over the previous year is due to changes in the mix of men and women. The lower and lower middle quartiles have 11 more men and 11 fewer women in total than last year. The upper middle and upper quartiles have 3 fewer men and 3 more women in total than last year.

The chart below illustrates the gender pay distribution across the Charity, with each quartile containing 82 employees.



I confirm that the calculations are accurate and have been compiled in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

James Brewster
Chief Executive

March 2023