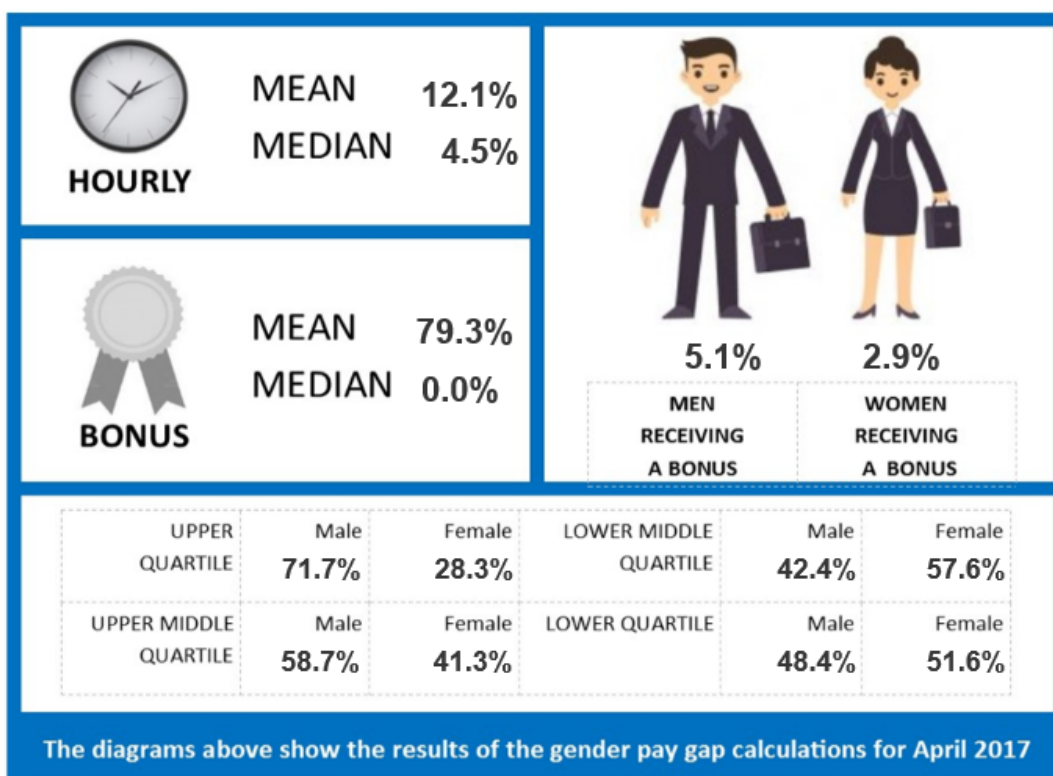


Medway Norse



The gender pay gap is not the same as equal pay. Equal pay ensures that men and women doing the same jobs are paid the same. The gender pay gap shows the difference in the average pay of men and women in the entire workforce.

Our analysis in Medway Norse demonstrates that using the mean, men are paid 12.1% more than women and 4.5% more using the median. This is less than the national average of 18% (Office of National Statistics 2016).

We are reviewing recruitment and promotion practises to try to increase the number of women in management roles. Graduate recruitment is beginning to attract more female candidates and our mentoring and coaching programme's should ensure we retain this talent.

The bonus system is under review at present.