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 2018, when our workforce consisted of 132 women and 138 men. The figures show that Old Thorns has a mean gender pay gap of -1.83% and a median gender pay gap of -5.11%.

Women’s Earnings are:

- **Mean Gender Pay Gap in hourly pay**: -1.83% lower
- **Median Gender Pay Gap in hourly Pay**: -5.11% lower
- **Difference in mean bonus payments**: 61.72% lower
- **Difference in median bonus payments**: 94.72% lower

Proportion of Males and Females in each Quartile Band

Proportion of Males and Females Receiving a Bonus Payment
Declaration

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

Cathal Lynch
Managing Director