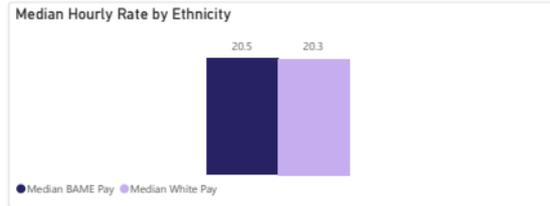
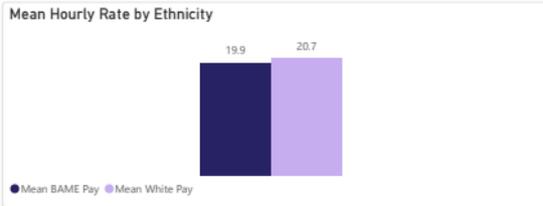


Ethnicity Pay Gap Summary



Quick Stats Table

Pay Quartile	Number of BAME	Number of Not Given	Number of White	% of BAME in Quartile	% of Not Given in Quartile	% of White in Quartile
Lower Middle Quartile	162	82	375	26.17%	13.25%	60.58%
Lower Quartile	141	172	295	23.19%	28.29%	48.52%
Upper Middle Quartile	204	79	336	32.96%	12.76%	54.28%
Upper Quartile	172	87	364	27.61%	13.96%	58.43%
Total	677	420	1363	27.52%	17.07%	55.41%