

**Synergy MAT
Gender Pay Gap Reporting**

Reporting Year Snapshot date		21-22 31-Mar-21	
		Male	Female
% in each hourly pay quartile	Upper	31.5%	68.5%
	Upper middle	29.1%	70.9%
	Lower middle	14.5%	85.5%
	Lower	14.4%	85.6%
Mean hourly rate		£20.64	£15.83
Mean hourly gap %			23.3%
Median hourly rate		£21.83	£11.26
Median hourly gap %			48.4%
% receiving bonus		0.0%	0.0%

The above information has been calculated in accordance with the Gender Pay Gap Regulations.

R Levell
Sep 2021