

# Gender pay gap report

April 2017

As we employ over 250 colleagues, Gender Pay Gap legislation requires us to report our gender pay gap as of the 5<sup>th</sup> April 2017. Under the requirements, this report shows the mean and median gender pay gap, and bonus payments for male and female colleagues.

# Hourly rates of pay

Our mean gender pay gap is

12.94%

Our median gender pay gap is

8.01%

## Bonus

Our mean bonus gender pay gap is

-32.5%



32.5%  
higher  
than men

Our median bonus gender pay gap is

-45%



45%  
higher  
than men

Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

 Receiving  
bonus

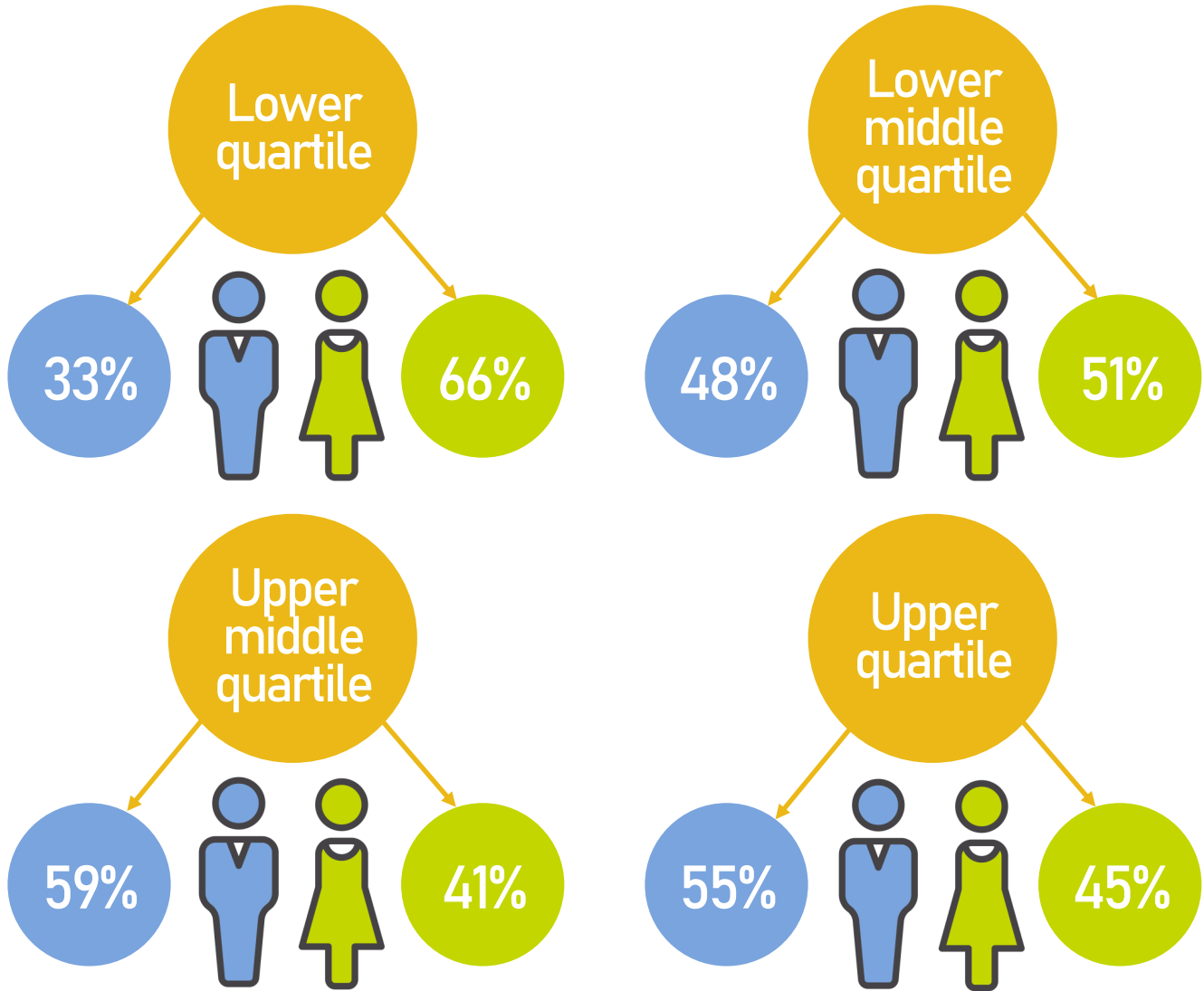
1.53%

 Receiving  
bonus

0.49%

# Pay bands

Proportion of males and females when divided into four groups ordered from lowest to highest pay



I confirm the Merlin gender pay gap data is accurate and has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Robert Nettleton**  
Chief Executive