

**Synergy MAT**  
**Gender Pay Gap Reporting**

Reporting Year Snapshot date		22-23 31-Mar-22	
		Male	Female
% in each hourly pay quartile	Upper	33.8%	66.2%
	Upper middle	29.5%	70.5%
	Lower middle	15.6%	84.4%
	Lower	17.2%	82.8%
Mean hourly rate		£20.76	£16.39
Mean hourly gap %			21.1%
Median hourly rate		£19.89	£13.31
Median hourly gap %			33.1%
% receiving bonus		0.0%	0.0%

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

R Levell  
 Sep 2022