

GENDER PAY GAP REPORTING

SNAPSHOT DATE: 31ST MARCH 2025



Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	21.67%	45.29%

Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	0	0

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2 (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	13.40%	15.24%	24.88%	30.62%
Female (% females to all employees in each quartile)	86.60%	84.76%	75.12%	69.38%

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: July 2025

Status/position: Director of People