

Gender Pay Gap Report

2025

Overview of our Gender Pay Gap

Difference Between Men and Women

All figures are as at our 'snapshot date' of 5 April 2024. The bonus pay gap includes colleagues who received a bonus in the 12 months prior to the snapshot date.

Snapshot date 5.4.24	Mean (average)	Median (middle)
Gender Pay Gap	8.44%	4.62%
Gender Bonus Pay Gap	0%	0%

All colleagues receiving a bonus payment related to performance received the same amount, therefore this year, there is no bonus pay gap between men and women.





2.82% of men were paid a bonus

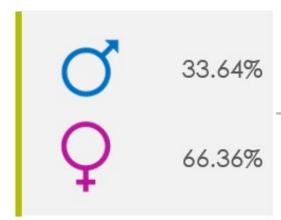


0.71% of women were paid a bonus

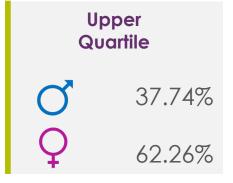
Understanding Our Data

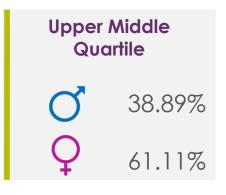
Gender Distribution

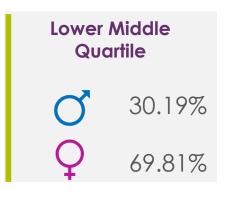


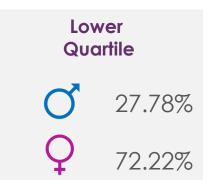


As at snapshot date (full pay relevant employees)	
Male	72
 Female	142
Total	214









Understanding Our Data

Mean Pay Gap



	Upper Quartile	
	No.	Mean Hourly Rate
Ť	20	£24.31
*	33	£21.98
	Pay Gap	9.57%

Hourly Pay Rates from to	
£15.92	£58.95

	Upper Middle Quartile	
	No.	Mean Hourly Rate
Ť	21	£14.07
	33	£13.45
	Pay Gap	4.40%

Hourly Pay Rates from to	
£12.26	£15.92

	Lower Middle Quartile	
	No.	Mean Hourly Rate
Ť	16	£11.95
	37	£11.99
	Pay Gap	-0.31%

Hourly Pay Rates from to	
£11.76	£12.26

	Lower Quartile	
	No.	Mean Hourly Rate
Ť	15	£11.15
	39	£11.44
	Pay Gap	-2.55%

Hourly Pay Rates from to	
£9.20	£11.76

Understanding Our Data

Median Pay Gap



Upper Quartile	
No.	Mean Hourly Rate
Ť	£19.87
	£19.71
Pay Gap	0.81%

Hourly Pay Rates from to	
£15.92	£58.95

Upper Middle Quartile		
No.	Mean Hourly Rate	
Ť	£14.26	
	£13.28	
Pay Gap	6.87%	
Hourly Pay Rates		

to

£15.92

from

£12.26

Lower Middle Quartile	
No.	Mean Hourly Rate
Ť	£11.96
*	£12.07
Pay Gap	-0.92%
Hourly Pay Rates from to	
£11.76	£12.26

Hourly Pay Rates from to		
£11.76	£12.26	

Lower Quartile		
No.	Mean Hourly Rate	
Ť	£11.24	
	£11.48	
Pay Gap	-2.14%	

Hourly Pay Rates from to		
£9.20	£11.76	