

Gender Pay Gap Report 2025/26
Snapshot date: 31 March 2025

1. Main gender pay gap figures

In this organisation:

- women earned 82p for every £1 that men earned (comparing median hourly pay)
- women made up 52.6% of employees in the highest paid quarter, and 76.2% of employees in the lowest paid quarter
- 0.2% of women received bonus pay, compared with 0.6% of men
- women's bonus pay was 79.3% lower than men's (comparing median bonus pay)

2. Hourly pay

In this organisation:

- women's median hourly pay was 18.1% lower than men's – this means they earned 82p for every £1 that men earn when comparing median hourly pay

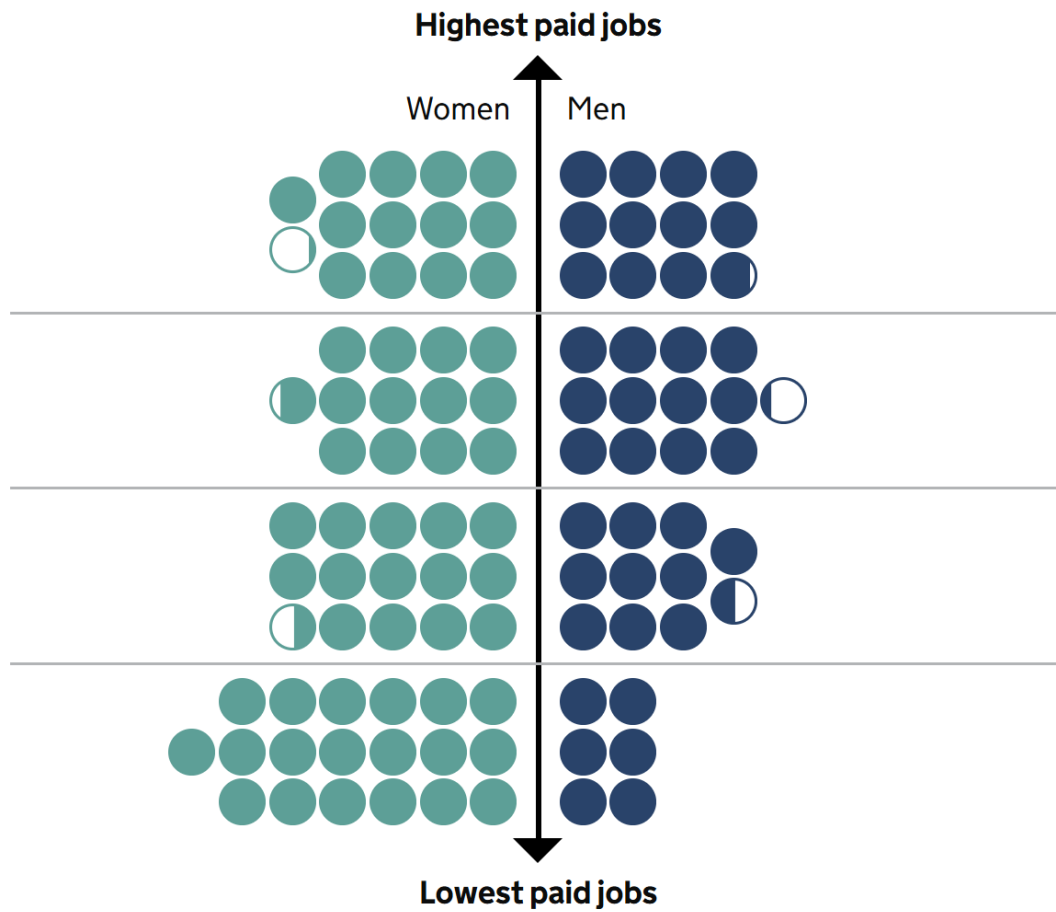


- women's mean (average) hourly pay was 10.0% lower than men's

3. Pay quarters

In this organisation, women made up:

- 52.6% of employees in the upper hourly pay quarter (highest paid jobs)
- 51.1% of employees in the upper middle hourly pay quarter
- 57.9% of employees in the lower middle hourly pay quarter
- 76.2% of employees in the lower hourly pay quarter (lowest paid jobs)



Each ● represents 1% of the employees in this organisation

4. Bonus pay

In this organisation:

- women's median bonus pay was 79.32% lower than men's – this means they earned 21p for every £1 that men earn when comparing median bonus pay



- women's mean (average) bonus pay was 79.32% lower than men's
- 0.2% of women and 0.6% of men received bonus pay