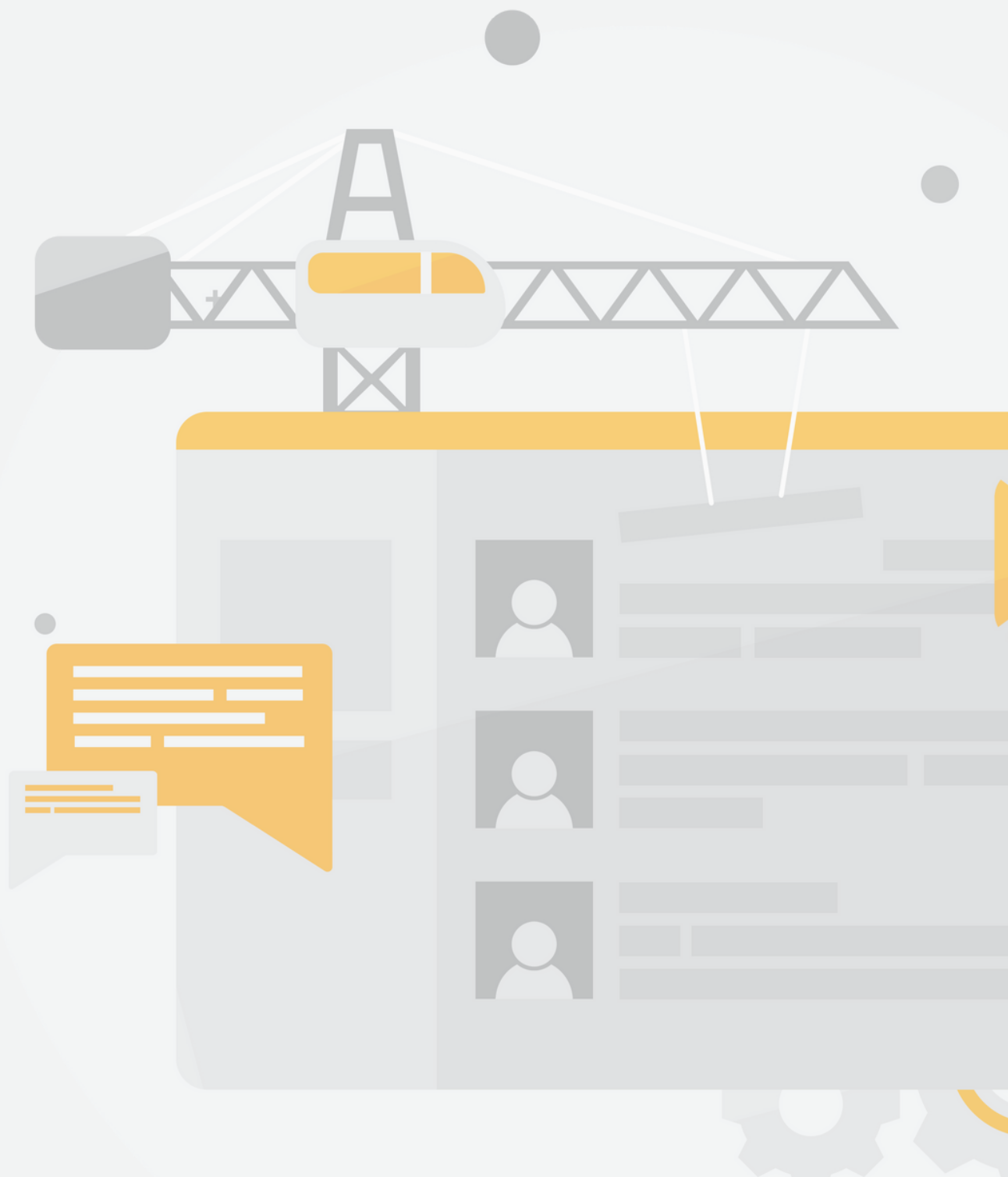




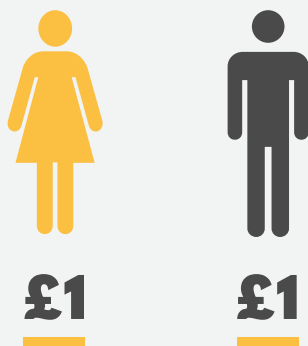
April 2025

GENDER PAY GAP REPORT.



HOURLY PAY.

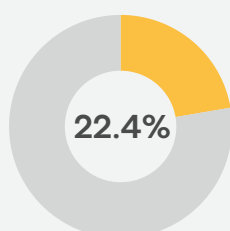
Women's median hourly pay was 0.0% lower than men's – this means they earned £1.00 for every £1.00 that men earn when comparing median hourly pay.



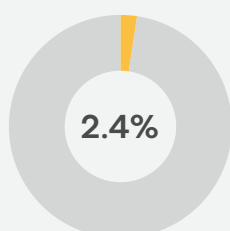
Women's mean (average) hourly pay was 8.4% higher than men's.

PAY QUARTERS.

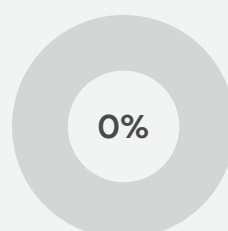
In this organisation, women made up:



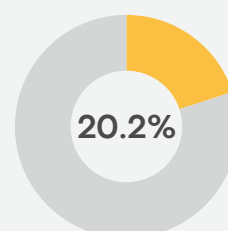
of employees in the upper hourly pay quarter (highest paid jobs).



of employees in the upper middle hourly pay quarter.



of employees in the lower middle hourly pay quarter.



of employees in the lower hourly pay quarter (lowest paid jobs).

BONUS PAY.

Women's median bonus pay was 55% lower than men's - this means they earned 45p for every £1 that men earn when comparing median bonus.

Women's mean (average) bonus pay was 58% lower than men's.

39.3% of women and 7.2% of received bonus pay.