

Gender pay gap report

2025 snapshot



We are serious about creating the best possible environment for our people to thrive and feel at home doing their best work. To do that, there are some very basic things we need to have in place. Feeling supported and being paid fairly are important parts of getting those basics right.

Our Gender pay gap is one way we measure how well we're doing but there are a range of other measures that we use to look at how far we are on our diversity and inclusion journey.

55%
of our colleagues
are **female**

45%
of our colleagues
are **male**

Our
average
Gender pay gap is

11.60%

Our hourly rates of pay

mean
hourly rate
for female
colleagues is

£ **18.99**

median
hourly rate for female
colleagues is

£ **16.29**

Our
mean
Gender pay gap is
11.60%

13.86% in 2024
15.23% in 2023
15.22% in 2022

mean
hourly rate
for male
colleagues is
£ **21.48**

median
hourly rate for male
colleagues is

£ **19.80**

Our
median
Gender pay gap is
17.70%

19.53% in 2024
20.56% in 2023
18.47% in 2022

Pay bands



70.9%
female colleagues

Band A
£14.37
per hour or less

29.1%
male colleagues

68.9%
female colleagues

Band B
£14.38 > £17.87
per hour

31.1%
male colleagues

36.7%
female colleagues

Band C
£17.88 > £22.16
per hour

63.3%
male colleagues

44.6%
female colleagues

Band D
£22.17
and above per hour

55.4%
male colleagues

Bonus

This year, 52 out of 1,930 colleagues (1,067 female and 863 male):

The **proportion of females** receiving a bonus was

3.37%

The **proportion of males** receiving a bonus was

1.85%

Our **mean** Gender bonus gap is

9.80%

Our **median** Gender bonus gap is

0%

More about our data:

- Pay data comes from our April 2025 payroll
- Bonus data is based on bonus payments for the 12 months previous to 5 April 2025
- Full pay equivalent colleagues are colleagues who are not on reduced pay due to sick or maternity leave.

I confirm the **data** reported is **accurate**.



Lyndsay Nickerson
People and Culture Director