

GENDER PAY GAP REPORT 2025

Our Findings and Figures

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly pay of men and women across an organisation, expressed as a percentage of average male earnings. It compares the pay of all men and all women and not just those in the same jobs, with the same working patterns or the same competencies, qualifications or experience.

The gender pay gap is different to equal pay. Equal pay compares the pay of people doing the same work. The gender pay gap captures whether females and males are represented equally across the different levels of an organisation.

Why are we reporting?

The Gender Pay Gap Information Act 2021 requires all organisations with over 50 employees to report on their hourly gender pay gap across a range of metrics.

What is our snapshot date?

The snapshot date chosen was 29th June 2025 which means we reviewed the pay data from the previous 12 months, 1st July 2024 - 29th June 2025. Data was sourced from our payroll system and calculations were based on regulatory guidelines found [here](#).

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Our Findings and Figures

0%

Median Bonus Pay Gap

79.41%

% of males receiving bonus pay

78.04%

% of females receiving bonus pay

2.94%

% of males receiving BIK

0%

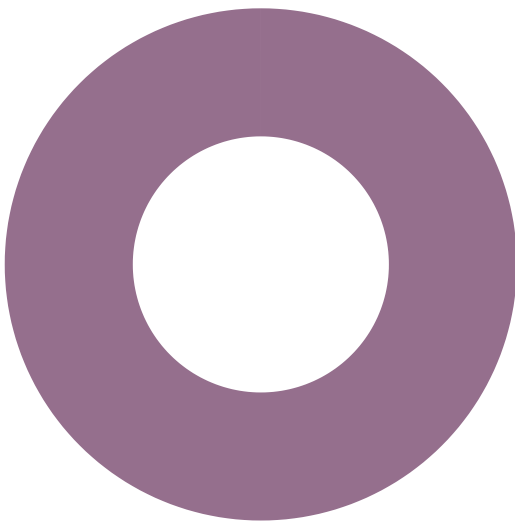
% of females receiving BIK

****We have no temporary employees**

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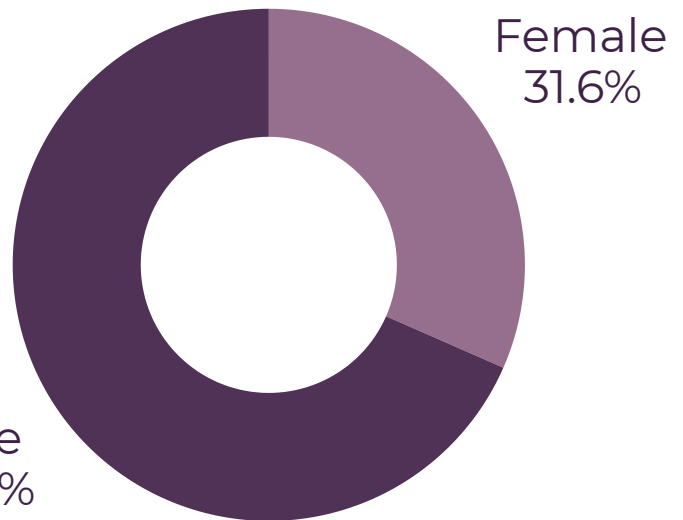
Our Findings and Figures

Lower Quartile



Female
100%

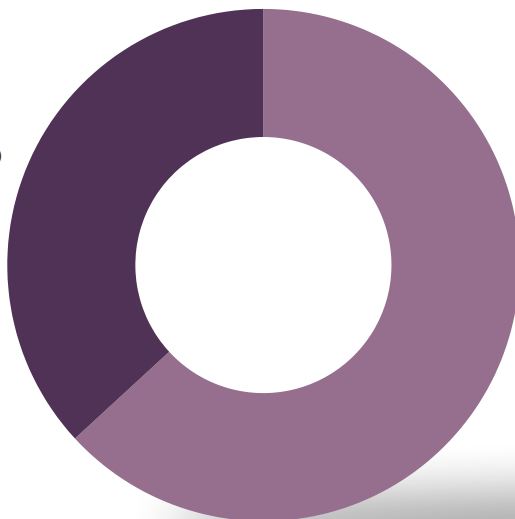
Lower Middle Quartile



Male
68.4%

Female
31.6%

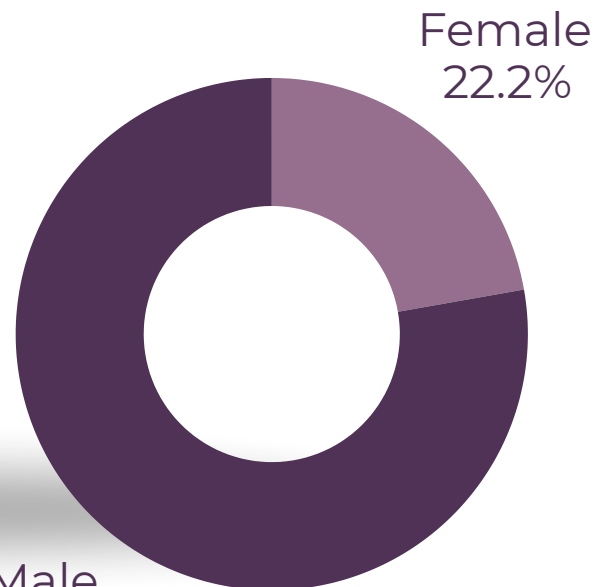
Upper Middle Quartile



Male
36.8%

Female
63.2%

Upper Quartile



Male
77.8%

Female
22.2%

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Our Findings and Figures

16.04%

Mean Gender Pay Gap

6.25%

Median Hourly Pay Gap

0.12%

Mean Hourly Pay Gap
(part-time employees)

3.12%

Median Hourly Pay Gap
(part-time employees)

32.19%

Mean Bonus Pay Gap

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Findings & Action Plan

Gender Pay Gap

Our Mean Gender Pay Gap is 16.04%. Our Mean Gender Pay Gap is largely attributable to our organisation shape. There is over representation of females in lower and upper middle positions. There is over representation of males in upper level positions. There are more male operational managers with more females in administrative management positions.

The median hourly pay gap (6.25%) shows some difference in typical hourly earnings between men and women.

Mean Bonus Pay Gap

Our mean bonus pay gap is 32.19%. The mean gap is impacted by a small number of higher-value bonuses, which slightly increases the average for male employees due to job title and position.

The median bonus gap of 0% shows that typical bonus values awarded to men and women are the same.

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Findings & Action Plan

Action Plan

- We are committed to gender equality in terms of recruitment, development and progression.
- We will provide training to the key recruitment personnel on 'Diversity, Inclusion and Unconscious Bias'.
- To widely communicate our Equal Opportunities Policy, equal access for all employees.
- Encourage females to progress, take part in training programmes on offer by the company and pursue managerial positions, particularly operational management positions.