

## 2025 Gender Pay Gap Report

### Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	44%	56%
Upper middle hourly pay quarter	35%	65%
Lower middle hourly pay quarter	35%	65%
Lower hourly pay quarter	31%	69%

### Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	7.5%
Median gender pay gap using hourly pay	19.5%

### Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	76.3%	77.6%

### Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	40.7%
Median gender pay gap using bonus pay	15.9%

## Statement of Accuracy

I confirm that the data reported here is accurate and meets the requirement of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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