

Gender Pay Gap Report 2025–2026

Snapshot date: 5 April 2025

1. Gender Pay Gap Summary

Women earned 98p for every £1 that men earned (median hourly pay).
 Women’s median hourly pay was 1.9% lower than men’s.
 Women’s mean (average) hourly pay was 12.6% lower than men’s.

2. Bonus Pay

50.0% of women received bonus pay.
 46.0% of men received bonus pay.
 Women’s median bonus pay was 100% higher than men’s.
 Women’s mean (average) bonus pay was 21.46% higher than men’s.

3. Pay Quartiles

Pay Quartile	Women	Men
Upper (highest paid)	40.0%	60.0%
Upper middle	45.0%	55.0%
Lower middle	57.0%	43.0%
Lower (lowest paid)	36.0%	64.0%

4. Additional Context

The gender pay gap is not a measure of equal pay. It reflects the distribution of men and women across different roles and levels within the organisation.
 Our median gender pay gap of 1.9% indicates that pay is broadly aligned at the midpoint of our workforce.

6. Declaration

I confirm that the information provided is accurate and has been calculated in accordance with the Gender Pay Gap reporting regulations.

Name: Mia Unander
 Role: Head of People

