

Gender Pay Reporting

This Gender Pay Report confirms the data at April 2025.

1. Introduction

We are committed to providing a workplace which provides equality of opportunity for all employees irrespective of gender, age, race, religion, belief, sexual orientation or disability and to create an environment which enables all of us to achieve and succeed.

Regulations require that all organisations with more than 250 employees publish details of their gender pay and bonus gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

2. Gender Pay Gap results

	Men	Women
Percentage of men and women in each hourly pay quarter		
Upper hourly pay quarter	41.2%	58.8%
Upper middle hourly pay quarter	46.6%	53.4%
Lower middle hourly pay quarter	47.6%	52.4%
Lower hourly pay quarter	33.3%	66.7%
Percentage of men and women who received bonus pay		
	9.2%	10.1%
Mean and median gender pay gap using bonus pay		
Mean gender pay gap using bonus pay		-150.9%
Median gender pay gap using bonus pay		0.0%
Mean and median gender pay gap using hourly pay		
Mean gender pay gap using hourly pay		7.3%
Median gender pay gap using hourly pay		2.2%

3. Commentary

Our total employee numbers across all areas of the business in April 2025 was 448 with 60% female and 40% male. Women make up the majority of employees in the upper pay quartile which indicates positive female representation in the higher paying conditions.

The median bonus pay gap of 0.0% indicates that the midpoint bonus payment for men and women was the same.

The negative mean bonus pay gap suggests that, on average, women received higher bonus payments than men during the reporting period. This can sometimes occur where a small number of larger bonus payments are paid to women or where bonus participation is relatively low overall.

Because the percentage of employees receiving bonuses is relatively small, bonus pay gap figures may be more sensitive to individual payments and therefore may fluctuate significantly from year to year.

Overall, the data suggests relatively balanced gender representation across the workforce, with women strongly represented in both senior and lower-paid roles, and only a comparatively small difference in hourly pay between male and female employees.

Our pay scales are uniform between males and females within our organisation, and we remain committed towards creating greater gender balance at all levels of our business.

4. Confirmation statement

I confirm that the information contained in this report is accurate and has been prepared in accordance with the statutory requirements.

Signed:



Carrie Collins
Head of HR