

## Gender Pay Gap Reporting – 31 March 2025

Entry Count MALE	62
Mean rate of pay MALE	£26.09
Median rate of pay MALE	£22.51
Entry Count FEMALE	526
Mean rate of pay FEMALE	£21.27
Median rate of pay FEMALE	£18.86
Gross Pay Average Gender Pay Gap – Mean	18.47%
Gross Pay Average Gender Pay Gap – Median	16.21%

Entry Count Bonus Pay MALE	0
Mean Bonus Pay MALE	£0.00
Median Bonus Pay MALE	£0.00
Entry Count Bonus Pay FEMALE	0
Mean Bonus Pay FEMALE	£0.00
Median Bonus Pay FEMALE	£0.00
Bonus Pay Average Gender Pay Gap – Mean	0.0%
Bonus Pay Average Gender Pay Gap – Median	0.0%
Total Males	0
Total Females	0
Bonus Pay Male Proportion	0.0%
Bonus Pay Female Proportion	0.0%

Lower Quartile MALE	4%
Lower Quartile FEMALE	96%
Lower Middle Quartile MALE	15%
Lower Middle Quartile FEMALE	85%
Upper Middle Quartile MALE	10%
Upper Middle Quartile FEMALE	90%
Upper Quartile MALE	18%
Upper Quartile FEMALE	82%