



Gender Pay Gap Data

April 2025

Difference in mean hourly rate of pay -5.5%

Difference in median hourly rate of pay 8.2%

Difference in mean bonus pay -83.3%

Difference in median bonus pay 32.5%

Percentage of employees who receive bonus pay	Male	Female
	80.9%	69.4%

Employees by pay quartile	Male	Female
Upper quartile	90.9%	9.1%
Upper middle quartile	93.2%	6.8%
Lower middle quartile	90.9%	9.1%
Lower quartile	87.6%	12.4%

Additional Information April 2025

Percentage of Women within Organisation	36/365	9.9%
Percentage of Women executive positions	2/365	0.6%
Percentage of Women within Board	1/8	13%