

2025 Gender Pay Gap Report

This report is based on pay data as at 5th April 2025 and bonus data in year up to 5th April 2025

Equal Pay and Bonus Pay

The median hourly rate for women is equal to men (0% gap)

The mean hourly rate for women is 7.67% lower than men

The median bonus pay for women is equal to men (0% gap)

The mean bonus pay for women is 23.12% higher than men

2025 Bonus Pay

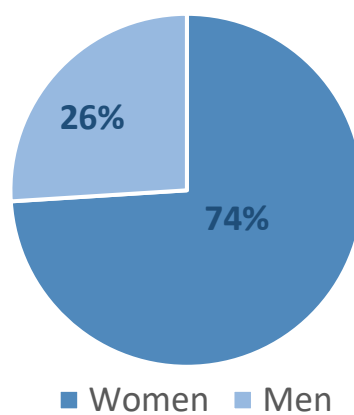
F 100% of women received a bonus

M 100% of men received a bonus

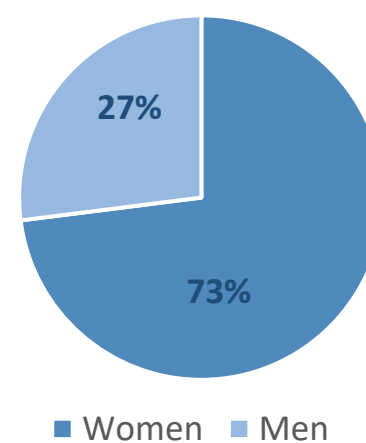
Since 2024, the median gender pay gap has increased slightly by 2.29%, while the mean pay gap has reduced marginally by 0.02%. The gender pay gap is primarily influenced by our flexible working arrangements, with 41% of female employees working part-time. Importantly, women are well represented across all pay quartiles, including senior and higher-paid roles. This reflects our continued focus on inclusive recruitment, progression, and flexible working practices that support participation and career development at all levels of the organisation.

Gender Distribution

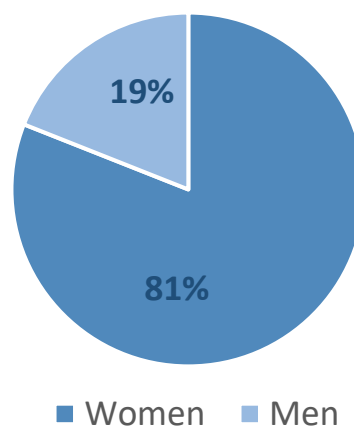
2025 Lower Quartile



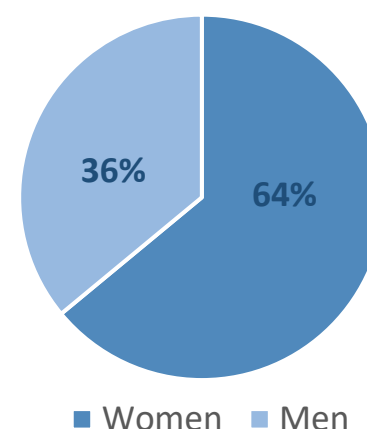
2025 Lower Middle Quartile



2025 Upper Middle Quartile



2025 Upper Quartile



I confirm that our data has been calculated according to requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Catherine Bell

Catherine Bell Group Managing Director