

GENDER PAY GAP REPORT 2024-2025

Women's Mean Pay Gap	Women's Median Pay Gap	Women's Mean Bonus Gap	Women's Median Bonus Gap	Who Received Bonus
38.61%	10.19%	30.24%	21.16%	Women: 60.48% Men: 72.06%

Pay Quartiles

Group	Percentage of Males	Percentage of Females
Lower Quartile	48.44%	51.56%
Lower Middle Quartile	47.62%	52.38%
Upper Middle Quartile	60.94%	39.06%
Upper Quartile	55.56%	44.44%

The mean is calculated by adding the hourly rates of all employees and then dividing the result by the number of employees. The mean gender pay gap is the percentage difference between mean male hourly pay and mean female hourly pay.

The median is the figure that falls in the middle of a range, when everyone's hourly rates are lined up from smallest to largest. The median

gap is the percentage difference between the employee in the middle of the range of male hourly rates and the middle employee in the range of female hourly rates.

Pay quartiles are calculated by listing the rates of pay for each employee from lowest to highest, before splitting the list into four groups by headcount and calculating the percentage of males and females in each.

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