

# GENDER PAY GAP REPORT 2025-2026

<b>Women's Mean Pay Gap</b>	<b>Women's Median Pay Gap</b>	<b>Women's Mean Bonus Gap</b>	<b>Women's Median Bonus Gap</b>	<b>Who Received Bonus</b>
37.31%	13.06%	36.20%	00.00%	Women: 81.82% Men: 75.31%

## Pay Quartiles

Group	Percentage of Males	Percentage of Females
Lower Quartile	46.27%	53.73%
Lower Middle Quartile	52.24%	47.76%
Upper Middle Quartile	62.69%	37.31%
Upper Quartile	59.09%	40.91%

**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.

**People Team, Whisper**