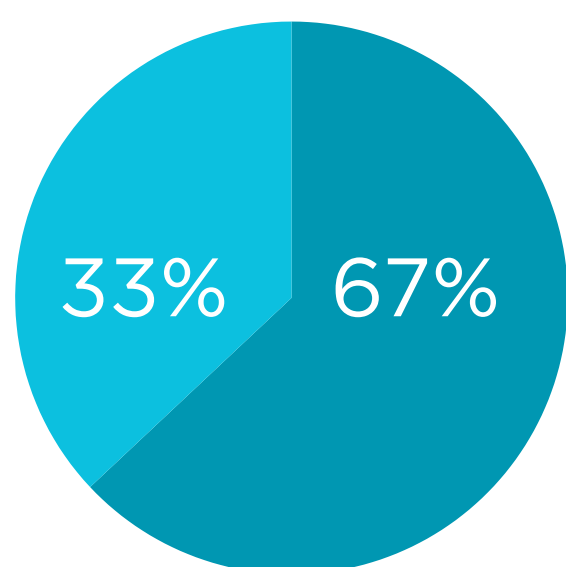
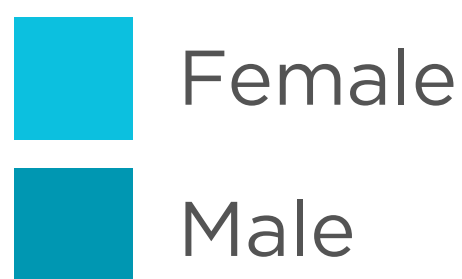


Gender Pay Gap Report April 2026

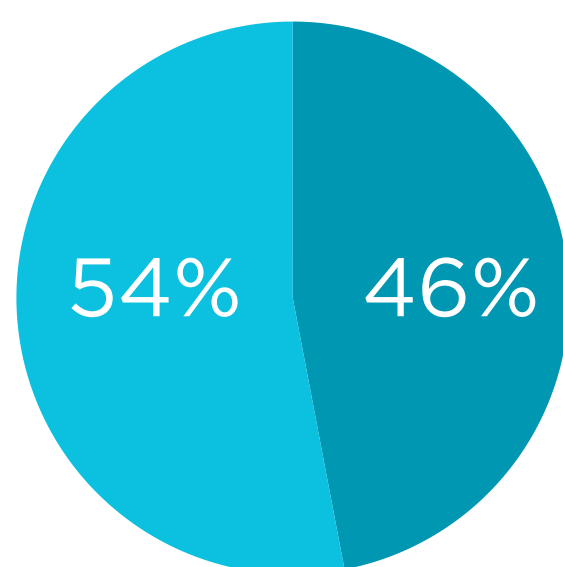
Male and female ratio <i>This is the ratio between our male and female employees in April</i> <i>Total number of employees is 389 (Male 207/Female 182)</i>	Male	53%
	Female	47%
The mean gender pay gap <i>Mean is the average hourly rate of pay in each gender</i>	1.67%	
	Male	£17.07
	Female	£16.78
The median gender pay gap <i>Median is the middle hourly pay rate in each gender</i>	-0.16%	
	Male	£13.60
	Female	£13.63
The mean bonus gender pay gap <i>This is the difference in the mean bonus pay paid to men and women</i>	13%	
The median bonus gender pay gap <i>This is the difference in the median bonus pay paid to men and women</i>	0.11%	
Proportion of males and females receiving a bonus payment	Male	73%
	Female	73%

Quartile Bands

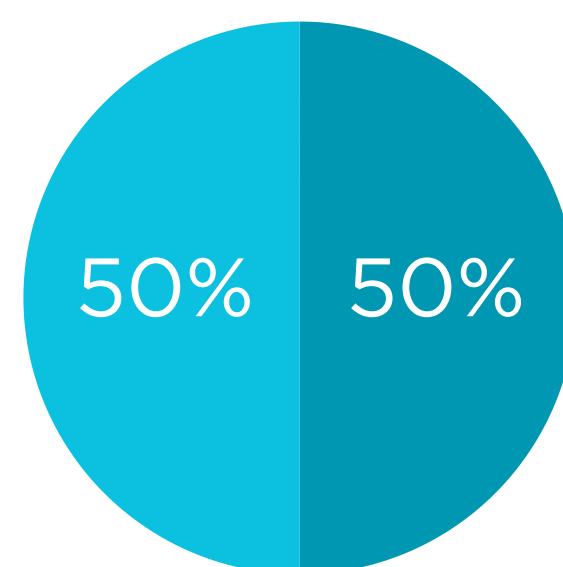
This is the percentage between male and female in each quartile bands.



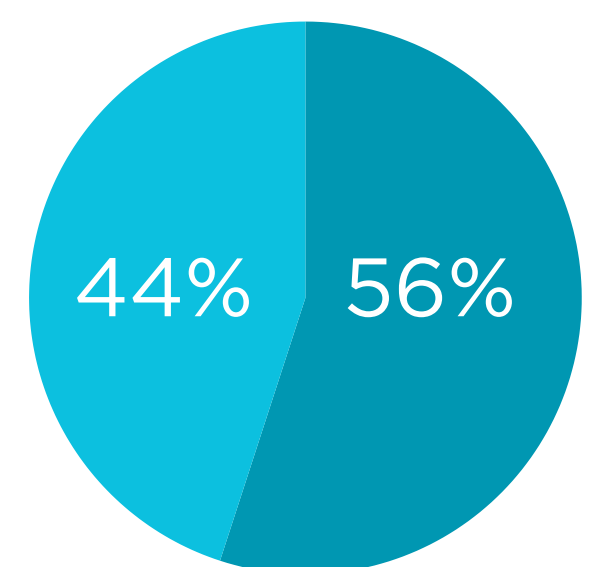
Lower



Lower Middle



Upper Middle



Upper