

## Employee Communication : Gender Pay Gap Reporting 2025/2026

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 ( Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data. We are required to publish the results on our own website and a government website.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have done this by using our existing HR and payroll records. You can learn more about Gender Pay Reporting by visiting :[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

We found that:

1	The Mean Gender Pay Gap is -1.2%				
2	The Median Gender Pay Gap is -3.4%				
3	The Mean Bonus Pay Gap is -11.3%				
4	The Median Bonus Pay Gap is -33.3%				
5 First Part	The proportion of Males receiving a bonus is 3%				
5 Second Part	The proportion of Females receiving a bonus is 3%				
6	The proportion of Males and Females in each quartile is:				
		Lower	Low-Mid	Mid-Upper	Upper
6 First Part	Males	29.8%	33.0%	20.4%	31.1%
6 Second Part	Females	70.2%	67.0%	79.6%	68.9%