

# 2024-2025 UK Gender Pay Gap

Our gender pay gap figures for the snapshot date of 5 April 2025 are as follows:

Measure	Result
Mean gender pay gap (hourly pay)	26.44 %
Median gender pay gap (hourly pay)	25.80 %
Mean gender bonus gap	50.02 %
Median gender bonus gap	49.25 %
Proportion of men receiving a bonus	98.55 %
Proportion of women receiving a bonus	98.18 %

These figures have been calculated using the statutory methodology for UK gender pay gap reporting. Bonus figures reflect amounts actually paid in the 12 months prior to the snapshot date and have not been annualised or adjusted. Only employees employed on the snapshot date are included.

## Pay Quartile Distribution

The proportion of men and women in each pay quartile is shown below:

Pay Quartile	Men	Women
Upper quartile	93.8 %	6.2 %
Upper middle quartile	80 %	20%
Lower middle quartile	72.7 %	27.3 %
Lower quartile	69.7 %	30.3 %

## Declaration

I confirm that the gender pay gap data published here is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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