

## Gender Pay Gap Report

### Overview

This report presents the organisation's gender pay gap figures for the latest reporting period. The gender pay gap measures the difference in average earnings between men and women across the workforce. It reflects structural patterns in representation and progression rather than equal pay for equal work.

### Mean Gender Pay Gap

- Women's mean hourly pay is 4.5% higher than men's.

A negative mean gap indicates that, on average, women earn slightly more per hour than men. This may be influenced by the presence of a small number of highly paid women or recent recruitment into senior roles.

### Median Gender Pay Gap

- Men's median hourly pay is 27.64% higher than women's.

This suggests that men are more concentrated in mid-level roles, while women are more represented in lower-paid positions, lowering the female median despite the higher female mean.

### Understanding the Contrast

The combination of a negative mean gap and a large positive median gap indicate an uneven distribution of pay across genders. This pattern often reflects:

- A small number of highly paid women raising the overall female average.
- A broader concentration of men in mid-range roles.
- A higher proportion of women in lower-paid roles.

### Pay Quartile Distribution

The pay quartiles show the proportion of men and women in each quarter of the organisation's pay structure.

#### *Upper Quartile*

- Men: 31%
- Women: 53%

Women are strongly represented in the highest-paid roles, which aligns with the negative mean pay gap.

#### *Upper Middle Quartile*

- Men: 27%
- Women: 57%

Women continue to be well represented in upper-middle roles, suggesting strong progression into higher-paid positions.

#### *Lower Middle Quartile*

- Men: 29%
- Women: 55%

Women remain the majority in this quartile, indicating consistent representation across mid-level roles.

#### *Lower Quartile*

- Men: 34%

- Women: 49%

The gender split is more balanced here, though women still form a slight majority.

### Interpreting the Quartiles

The quartile data shows women are well represented across all pay levels, particularly in the upper quartiles. However, the median pay gap suggests that despite this representation, women may still be more concentrated in lower-paid roles within each quartile or that men occupy a larger share of the highest-paid positions within the upper quartile.

### Next Steps and Commitments

The organisation will continue to:

- Review progression pathways to ensure balanced opportunities.
- Support women's development into mid-level and senior roles.
- Monitor recruitment and retention to maintain equitable representation.
- Analyse pay structures to identify and address systemic barriers.

### Conclusion

The organisation shows strong female representation across all quartiles and a mean pay gap favouring women. However, the significant median gap highlights underlying structural patterns that require continued attention. The organisation remains committed to fostering a fair, inclusive, and balanced workplace.

Laura Wheeler  
Chief Executive Officer