Gender Pay Gap 2026

Gender Pay Gap

- Gender profile: 61% female, 39% male.
- The gender profile across quartile pay bands is:

Quartile	Female	Male
Lower	70%	30%
Lower Middle	61%	39%
Upper Middle	70%	30%
Upper	43%	57%
Total	**61%**	**39%**

- The percentage gap in the Mean and Median hourly rates are as outlined below:

Quartile	Mean % Gap	Median % Gap
Lower	1%	4%
Lower Middle	7%	5%
Upper Middle	1%	-4%
Upper	1%	-2%
Total	**15%**	**13%**

Benefit-In-Kind (BIK)

BIK	
% Staff who Received BIK	52%
% Males who Received BIK	56%
% Females who Received BIK	50%

Part-Time Employees

Gender profile for part-time employees: 75% Female – 25% Male.

The percentage gap in mean pay between part-time male and female employees is 13% in favour of female employees.

The percentage gap in median pay between part-time male and female employees is 9% in favour of female employees