

Gender Pay Gap reporting figures	2025	2024	2023	2022	2021	2020
Mean gender pay gap in hourly pay	4.4%	2.7%	3.8%	5.2%	3.9%	4.6%
Median gender pay gap in hourly pay	0.0%	10.8%	0.0%	0.0%	0.0%	0.0%
Mean bonus gender pay gap	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Median bonus gender pay gap	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Proportion of males and females receiving a bonus payment	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Mean hourly rate analysis	2025	2024	2023	2022	2021	2020
(Average) mean hourly rate men	£15.30	14.05	13.13	12.90	12.25	11.59
(Average) mean hourly rate women	£14.62	13.67	12.62	12.23	11.78	11.05
(Average) mean gender pay gap in hourly pay	4.4%	2.7%	3.8%	5.2%	3.9%	4.6%

Mid-point hourly rate analysis	2025	2024	2023	2022	2021	2020
(Mid-point) median hourly rate men	£13.10	13.39	11.54	11.05	10.85	9.95
(Mid-point) median hourly rate women	£13.10	11.95	11.54	11.05	10.85	9.95
(Mid-point) median gender pay gap in hourly pay	0.0%	10.8%	0.0%	0.0%	0.0%	0.0%

Proportion of males and females in each pay quartile		Men						Women				
	2025	2024	2023	2022	2021	2020	2025	2024	2023	2022	2021	2020
Upper quartile	30.30%	30.8%	35.8%	33.6%	27.7%	31.5%	69.7%	69.2%	64.2%	66.4%	72.3%	68.5%
Upper middle quartile	28.30%	35.8%	25.1%	26.9%	26.3%	28.2%	71.7%	64.2%	74.9%	73.1%	73.7%	71.8%
Lower middle quartile	24.20%	24.8%	25.1%	26.1%	26.3%	28.2%	75.8%	75.2%	74.9%	73.9%	73.7%	71.8%
Lower quartile	24.20%	24.8%	25.1%	25.2%	26.3%	26.2%	75.8%	75.2%	74.9%	74.8%	73.7%	73.8%

Proportion of males and females employed (permanent & sessional)		Men						Women				
	2025	2024	2023	2022	2021	2020	2025	2024	2023	2022	2021	2020
Numbers	157	140	133	133	146	149	407	342	348	343	402	373
Percentages	27.8%	29.0%	27.7%	27.9%	26.6%	28.5%	72.2%	71.0%	72.3%	72.1%	73.4%	71.5%

Permanent Staff - male / female proportion employed		Men						Women				
	2025	2024	2023	2022	2021	2020	2025	2024	2023	2022	2021	2020
Numbers	112	101	99	106	117	114	304	270	269	281	323	263
Percentages	26.9%	27.2%	26.9%	27.4%	26.6%	30.2%	73.1%	72.8%	73.1%	72.6%	73.4%	69.8%

Sessional Staff - male / female proportion employed		Men						Women				
	2025	2024	2023	2022	2021	2020	2025	2024	2023	2022	2021	2020
Numbers	45	39	34	27	29	35	103	72	77	62	79	110
Percentages	30.4%	35.1%	30.6%	30.3%	26.9%	24.1%	69.6%	64.9%	69.4%	69.7%	73.1%	75.9%

Signed as accurate, 20 August 2025, Brian Watts, Director for People

*Brian Watts*