

Gender Pay Gap reporting figures	2026	2025	2024	2023	2022	2021	2020
Mean gender pay gap in hourly pay	1.9%	4.4%	2.7%	3.8%	5.2%	3.9%	4.6%
Median gender pay gap in hourly pay	0.0%	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%	0.0%
Median bonus gender pay gap	0.0%	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%	0.0%

Mean hourly rate analysis	2026	2025	2024	2023	2022	2021	2020
(Average) mean hourly rate men	£15.63	£15.30	14.05	13.13	12.90	12.25	11.59
(Average) mean hourly rate women	£15.33	£14.62	13.67	12.62	12.23	11.78	11.05
(Average) mean gender pay gap in hourly pay	1.9%	4.4%	2.7%	3.8%	5.2%	3.9%	4.6%

Median hourly rate analysis	2026	2025	2024	2023	2022	2021	2020
(Mid-point) median hourly rate men	£13.80	£13.10	13.39	11.54	11.05	10.85	9.95
(Mid-point) median hourly rate women	£13.80	£13.10	11.95	11.54	11.05	10.85	9.95
(Mid-point) median gender pay gap in hourly pay	0.0%	0.0%	10.8%	0.0%	0.0%	0.0%	0.0%

Proportion of males and females in each pay quartile	Men							Women						
	2026	2025	2024	2023	2022	2021	2020	2026	2025	2024	2023	2022	2021	2020
Upper quartile	31.1%	30.3%	30.8%	35.8%	33.6%	27.7%	31.5%	68.9%	69.7%	69.2%	64.2%	66.4%	72.3%	68.5%
Upper middle quartile	28.6%	28.3%	35.8%	25.1%	26.9%	26.3%	28.2%	71.4%	71.7%	64.2%	74.9%	73.1%	73.7%	71.8%
Lower middle quartile	27.6%	24.2%	24.8%	25.1%	26.1%	26.3%	28.2%	72.4%	75.8%	75.2%	74.9%	73.9%	73.7%	71.8%
Lower quartile	27.6%	24.2%	24.8%	25.1%	25.2%	26.3%	26.2%	72.4%	75.8%	75.2%	74.9%	74.8%	73.7%	73.8%

Proportion of males and females employed (permanent & sessional)	Men							Women						
	2026	2025	2024	2023	2022	2021	2020	2026	2025	2024	2023	2022	2021	2020
Numbers	175	157	140	133	133	146	149	417	407	342	348	343	402	373
Percentages	29.6%	27.8%	29.0%	27.7%	27.9%	26.6%	28.5%	70.4%	72.2%	71.0%	72.3%	72.1%	73.4%	71.5%

Permanent Staff - male / female proportion employed	Men							Women						
	2026	2025	2024	2023	2022	2021	2020	2026	2025	2024	2023	2022	2021	2020
Numbers	129	112	101	99	106	117	114	307	304	270	269	281	323	263
Percentages	29.6%	26.9%	27.2%	26.9%	27.4%	26.6%	30.2%	70.4%	73.1%	72.8%	73.1%	72.6%	73.4%	69.8%

Sessional Staff - male / female proportion employed	Men							Women						
	2025	2025	2024	2023	2022	2021	2020	2025	2025	2024	2023	2022	2021	2020
Numbers	46	45	39	34	27	29	35	110	103	72	77	62	79	110
Percentages	29.5%	30.4%	35.1%	30.6%	30.3%	26.9%	24.1%	70.5%	69.6%	64.9%	69.4%	69.7%	73.1%	75.9%

Signed as accurate, 16 September 2026, Brian Watts, Director for People

Brian Watts