

# Gender Pay Gap Report 2025

## Difference in hourly rate

- Women's mean hourly rate is 9.8% lower than men's. In other words, when comparing mean hourly rates, women earn 90p for every £1 that men earn.
- Women's median hourly rate is 7.3% lower than men's. In other words, when comparing median hourly rates, women earn 93p for every £1 that men earn.

## Proportion of women in each pay quartile

Top quartile (highest paid)	9.2%
Upper middle quartile	10.8%
Lower middle quartile	9.2%
Lower quartile (lowest paid)	23.6%

## Bonus Pay

No bonuses were paid

I confirm the data in this report is correct as a snapshot date 5th April 2025

A handwritten signature in black ink, appearing to read 'David Paterson'.

**David Paterson**  
CEO, Russell Group