

Report 2026

In 2017, the government introduced new legislation that made it a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap.

The purpose of the gender pay gap analysis is to compare the average pay of male and

female employees overall within the institution.

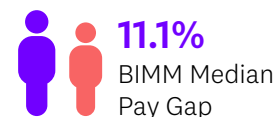
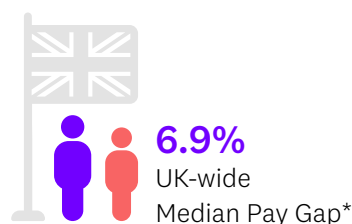
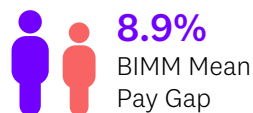
The legislation in place dictates the methodology we are required to use to calculate the gender pay gap, and all data quoted relates to the snapshot date of 5th April 2026.

Gender Composition



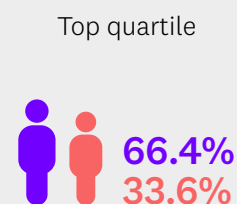
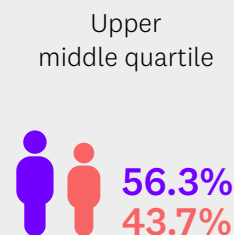
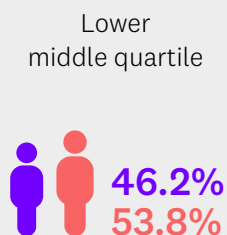
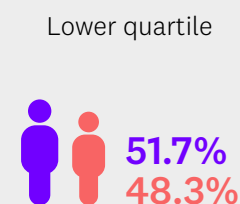
Gender Pay Gap

The mean and median gender pay gap – based on an hourly rate of basic pay of our full pay relevant employees.



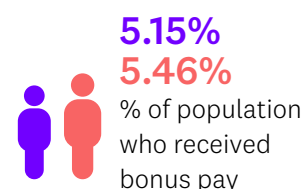
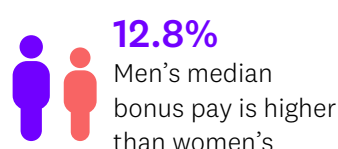
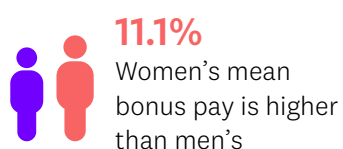
Pay by Quartiles – our hourly pay quartiles

The proportion of males and females in each mean hourly rate quartile pay band of relevant employees.



Bonus Pay Gap

The mean and median bonus gender pay gap and the proportion of males and females receiving a bonus payment.



*UK averages are based on 2025 data as 2026 data was not available at the time of publication.