

Gender Pay Gap Reporting

March 2026

Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year to record the pay gap between male and female employees.

In March 2026, the Group reports the Gender Pay Gap based on the ‘snapshot’ date of 31 March 2025.

The Gender Pay Gap Information is detailed below, with the information based on the six calculations that are required to assess the pay gap and these are described below.

The six key metrics and calculations are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage
- the difference in the median pay of full-pay men and women, expressed as a percentage
- the proportion of men and women in each of four quartile pay bands
- the difference in the mean bonus pay of men and women, expressed as a percentage
- the difference in the median bonus pay of men and women, expressed as a percentage
- the proportion of men and women who received bonus pay

Overall Gender Pay Gap Results for March 2026 (31 March 2025 “snapshot” date)

	Female	Male	Gap	Variance
Mean Pay	£20.45	£22.34	8.4%	0.7%
Median Pay	£19.85	£21.37	7.1%	4.2%

Summary of the period 31 March 2019 to 31 March 2023 (“snapshot date”):

	Gap 2024	Gap 2023	Gap 2022	Gap 2021	Gap 2020	Gap 2019
Mean Pay	7.7% (-2.3%)	9% (+0.2%)	8.8% (-0.8)	9.6% (+0.6%)	9.0% (-2.4%)	11.4% (-0.8%)
Median Pay	2.9% (-9.1%)	12% (+0.9%)	11.1% (+1.8%)	9.3% (-0.8%)	10.1% (-4.7%)	14.8% (-1.7%)

The median gender pay gap in the UK for all employees was 12.8% in April 2025 (March 24 data). The Group’s median rate of 7.1% is significantly lower than the average gender pay gap in the UK.

The Group completes regular calculations of the Gender Pay Gap to analyse progress on a more frequent basis than the annual assessment. The latest calculation completed in December 2025 established the following Gender Pay Gap:

Mean	7.0%
Median	5.5%

Gender Pay Gap Data

The following section captures the full information for the Group, based on a data collection date of 31 March 2025.

Mean Pay

The mean gender pay gap is the difference between the mean (average) gross hourly pay of female employees (taken as a single group) and mean (average) gross hourly pay of male employees (taken as a single group).

The percentage difference is:

	Female	Male	Gap
Mean Pay	£20.45	£22.34	8.4%

The gap for this indicator has increased by 0.7% compared to the March 2024 data.

Median Pay

The median gender pay gap is the difference between the mid-point (median) gross hourly pay of female employees (taken as a single group) and the mid-point (median) gross hourly pay of male employees (taken as a single group).

The percentage difference is:

	Female	Male	Gap
Median Pay	£19.85	£21.37	7.1%

The gap for this indicator has increased by 4.2% compared to the March 2024 data.

When broken down into additional factors such as Age and Occupational Group the median pay gap is shown as:

	Female	Male	Gap 2025	Gap 2024
Support	£15.66	£16.34	4%	0%
Academic Support	£14.97	£16.34	8%	2%
Teaching	£23.15	24.32	5%	0%
Management	£26.64	£27.29	2%	7%

	Female	Male	Median Gap 2025	Staff Age Profile
18-21	£16.21	£14.97	-8%	1%
22-29	£16.34	£19.16	15%	8%
30-39	£19.85	£19.51	-2%	14%
40-49	£20.20	£2.32	17%	23%
50-59	£20.79	£24.32	15%	30%
60+	£20.20	£21.95	8%	24%

The median gap for staff in 40-49 and 50-59 is unchanged from the 2024 data, and the gap in the 60+ age categories has reduced by 2%. Staff in these age categories typically represent the larger proportion of the staff group.

The median gap for those aged 18-21 has increased in favour of female staff from a 0% gap to a gap of 8%, however, the gap for those aged 22-29 and 30-39 has increased in favour of men from 3% to 15% and from -5% to -2% respectively.

Within Occupational Groups, although the median gap for those in management roles has reduced from 7% to 2%,

the median gap in all other roles has increased.

Pay Quartiles

The Pay Quartiles are based on a rank order of all the male and female full-pay relevant employees from the lowest hourly rate of pay to the highest hourly pay rate. The generated rank order is divided into four equal quarters to provide 4 pay bands or quartiles.

	£10.47 - £15.80			£15.80 - £20.20		
	Lower Quartile			Lower Middle Quartile		
	All Staff	Female	Male	All Staff	Female	Male
Number	289	218	71	288	197	91
Percentage		75%	25%		68%	32%

	£20.20 - £24.32			£24.32 - £131.46		
	Upper Middle Quartile			Upper Quartile		
	All Staff	Female	Male	All Staff	Female	Male
Number	288	189	99	288	179	109
Percentage		66%	34%		62%	38%

Compared to the March 2024 data, there are a larger number of female staff in the lower and lower middle quartiles (3% in total). Whilst these increases are relatively small in individual percentage terms, the number of females in the upper quartile has reduced by 3% which is the largest single percentage difference in any quartile. The increase in the number of females in the lower and lower middle quartile, combined with the reduction in the number of females in the upper middle quartile has resulted in the 4.2% increase in the median rate.

Overall Bonus Pay Gap Results for March 2026 (31 March 2025 “snapshot” date)

The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months preceding 31 March 2025.

	Female		Male	
	Number	Percentage	Number	Percentage
Bonus	0	0%	0	0%

Mean Bonus Pay

The mean gender bonus pay gap is the difference between the mean (average) gross bonus pay of female employees (taken as a single group) and mean (average) gross bonus pay of male employees (taken as a single group) during the 12 months preceding 31 March 2025.

	Female	Male	Gap
Mean Bonus	£0	£0	0%

Median Bonus Pay

The median gender bonus pay gap is the difference between the mid-point (median) bonus pay of female employees (taken as a single group) and mid-point (median) bonus pay of male employees (taken as a single group) during the 12 months preceding 31 March 2025.

	Female	Male	Gap
Median Bonus	£0	£0	0%