

Gender Pay Gap 2025

As an employer with 250 employees or more, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These calculations will show how large the pay gap is between male and female employees. As an umbrella payroll company, we have split our population in two, both our umbrella employees and our Head Office staff. This report is based on pay data as of 5th April 2025 and involves the standard calculations required by law to show the difference between the average earnings of men and women.

We have split the population into two; internal head office employees and umbrella employees.

I can confirm the published gender pay gap information is accurate.



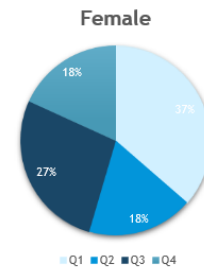
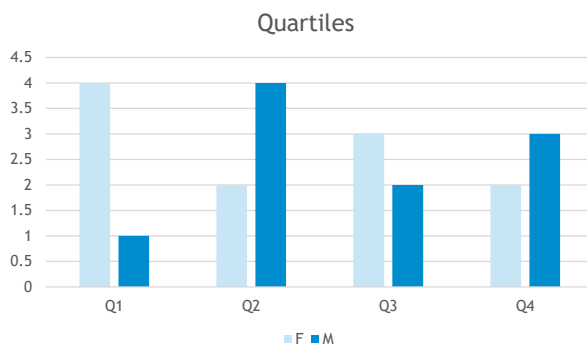
R. Wilks

Managing Director

Internal Head Office Employees – the gap

	Womens earnings are...
Mean gender pay gap in hourly pay	26% lower
Median gender pay gap in hourly pay	2% lower
Difference in mean bonus payments	79% lower
Difference in median bonus payments	76% lower
% of female employees to receive a bonus	9%
% of male employees to receive a bonus	40%

Internal Head Office Employees – Quartile information



Umbrella Employees – the gap

	Womens earnings are...
Mean gender pay gap in hourly pay	41% higher
Median gender pay gap in hourly pay	24% higher
Difference in mean bonus payments	No bonuses
Difference in median bonus payments	No bonuses

Umbrella Employees – Quartile information

