

## **Gender Pay Reporting 2025 -2026**

### **Background**

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulations”) require employers to report on the gender pay gap in their organisation.

The Regulations apply to larger private and voluntary sector employers. Their stated aim is to help reduce the ongoing pay gap between men and women in the workplace.

Employers must publish six figures:

- their mean and median hourly pay gap;
- their mean and median bonus pay gap;
- the proportions of men and women receiving bonuses;
- the number of men and women in each of four pay quartiles.

This is done by using the data for the pay period which includes the “snapshot date” of 5 April. The figures must be published on an annual basis, with reports being produced on or before 4 April based on a 5 April snapshot date.

A negative result would show that women are paid more than men, a positive result would show that men are paid more than women.

### **The Mean Gender Pay Gap**

This shows the difference between the mean (average) hourly rate of pay that male and female employees receive.

In 2026 our Mean Gender Pay Gap is -0.35%; on average female employees earn marginally more than male employees. This has increased from +0.07% in 2025. This shows females across FitzRoy earn very slightly more than males. FitzRoy’s data is predominantly driven by the top quartile, and while the percentage of males in that quartile is nearly equal to the percentage of males employed by FitzRoy as a whole, out of the very top earners, 10 out of 12 are female.

This is again highlighted by looking at the mean hourly pay gap split by full time and part time staff.

Full time employees only; -1.16% (decreased from -3.93% in 2025).

Part-time employees only; +0.89% (men earning more than women) (decreased from +0.94% in 2025).

The result for full time employees is largely driven by the number of female employees in management and senior management roles who are in the main full time. The hourly rates of pay for part-time work tend to be lower than for full-time staff and, with a higher percentage of female staff working part-time, this year showed part time males earning marginally more than part time female staff in this period.

### **The Median Gender Pay Gap**

This shows the difference between the median hourly rate of pay that male and female employees receive. The median is the mid-point when all the hourly rates are listed in

numerical order. This can be helpful to show what a “typical” rate is, without being distorted by very large or very small hourly rates.

Our Median Gender Pay Gap is +1.02%, a decrease from +1.2% in 2025.

We have also compared the median gender pay gap for full time and part time employees independently.

Full time employees only; -1.15% (decreased from -1.2% in 2025)

Part time employees only; +1.52% (decreased from -0.4% in 2025)

**The Proportion of Males and Females in each Quartile Pay Band**

This requires us to calculate how many male and female employees are in each quartile when hourly rates are arranged in numerical order.

This will allow us to compare the distribution of male and female employees within each quartile and across the organisation as a whole.

Gender Pay Quartile		Male		Female	
	%	No. of employees	%	No. of employees	%
Q1	25	94	25.20%	279	74.80%
Q2	25	110	29.41%	264	70.59%
Q3	25	55	14.75%	318	85.25%
Q4	25	101	27.01%	273	72.99%

There has been little movement (there is little movement year on year) in terms of our distribution of female and male employees across the quartile pay bands. This distribution is consistent with gender split of our organisation, with 75.9% of employees being female.

Although very few male staff are in q3, many of those in q3 could have fell into either q1 or q3 as hourly rates of pay are similar across these quartiles.

**Gender Bonus Gap**

The regulations request that we report on the distribution of bonus payments. Bonuses are defined as anything that relates to profit sharing, productivity, performance, incentive and commission. The vast majority of bonus payments that were made in the reference period were in relation to either the FitzRoy Standards Bonus for Operational Staff, or our loyalty bonus, where employees are awarded a monetary sum on reaching 10 years’ service, and every 5 years thereafter.

Mean Bonus Gender Pay Gap

-2.11%

Median Bonus Gender Pay Gap

0.00%

Proportion of Males/Females receiving a bonus payment

Male 87.22%

Female 84.04%