



Gender Pay Gap Report

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1. INTRODUCTION

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data. Gallagher Reward Consulting has been tasked with providing the gender pay gap reporting requirements for Furrows as of the 5th of April 2025 snapshot date.

A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the [government-sponsored website](#). Employers are required to publish:

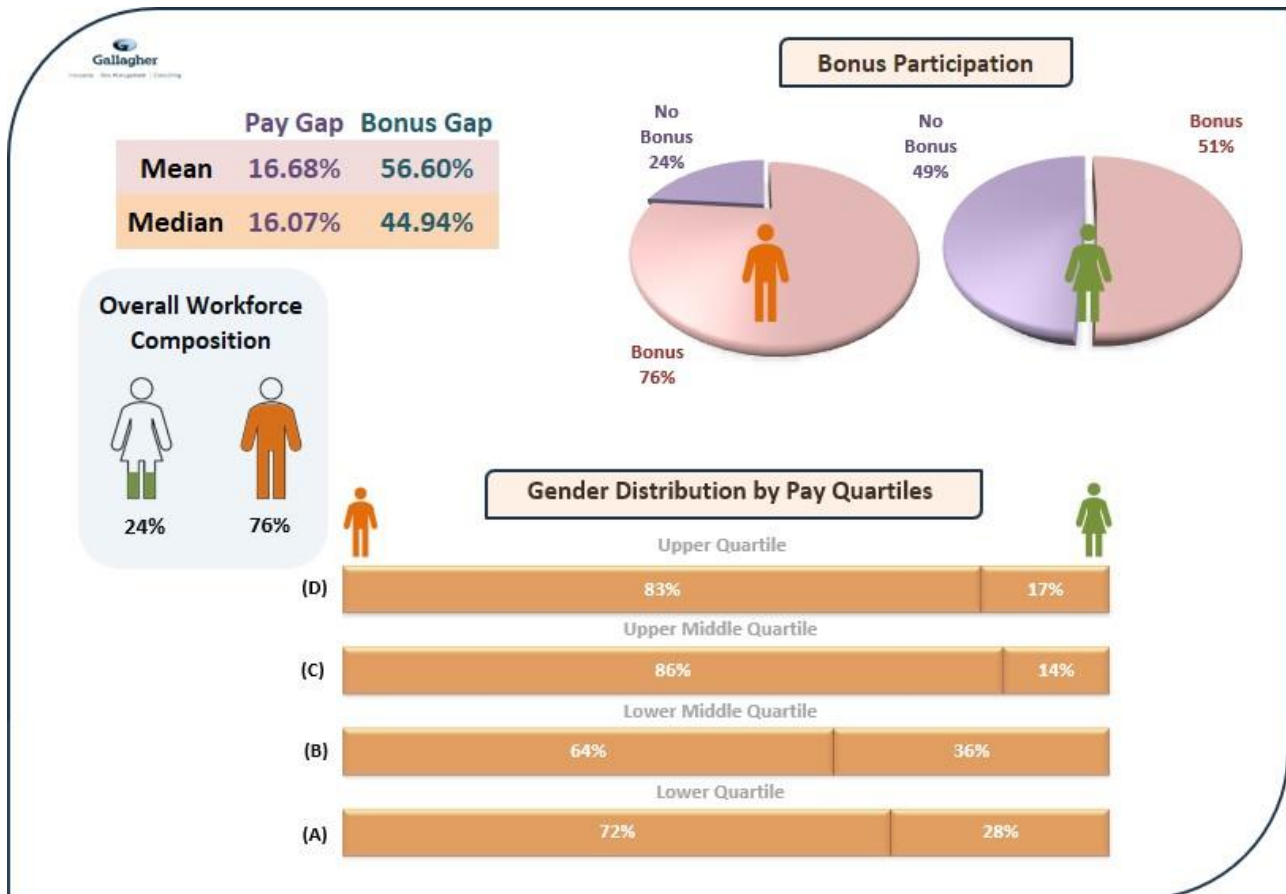
- Overall mean and median gender pay gaps
- Difference in mean and median bonus payments paid to men and women
- Proportion of male and female employees that received a bonus
- Gender distribution across the pay quartiles

The calculations make use of two types of methods:

A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.

A **median** average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

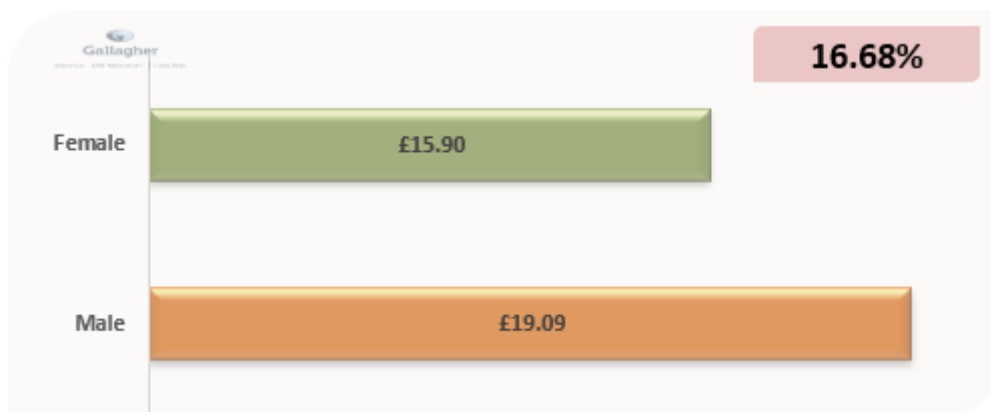
2. SUMMARY OF GENDER PAY GAP KEY FIGURES



3. Understanding the Data

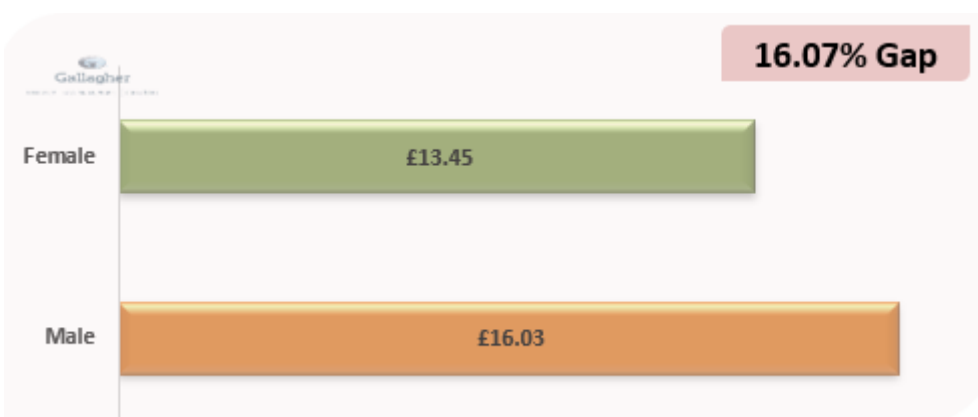
Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by **16.68%**, this is above the national mean favouring males of 13.9% according to the Office for National Statistics, 2022 (this is the most recent published data).



Median Hourly Pay Rates

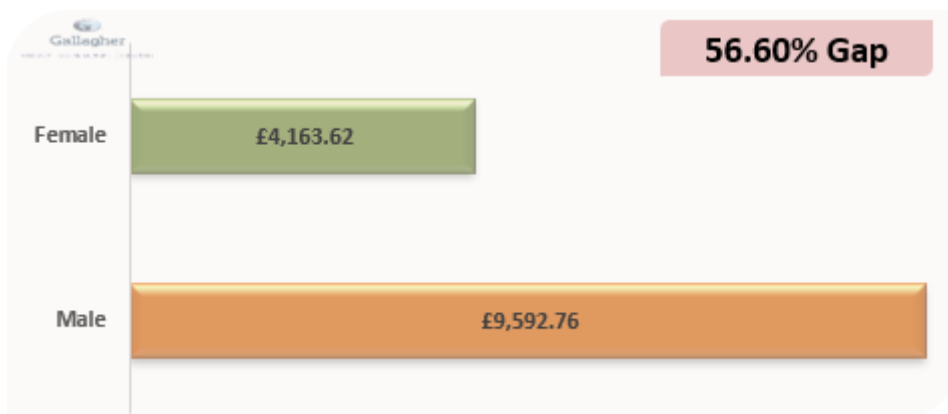
The median hourly rates are currently favouring male employees by **16.07%**, this again is sitting above the national median favouring males of 12.8% according to the Office for National Statistics, 2025.



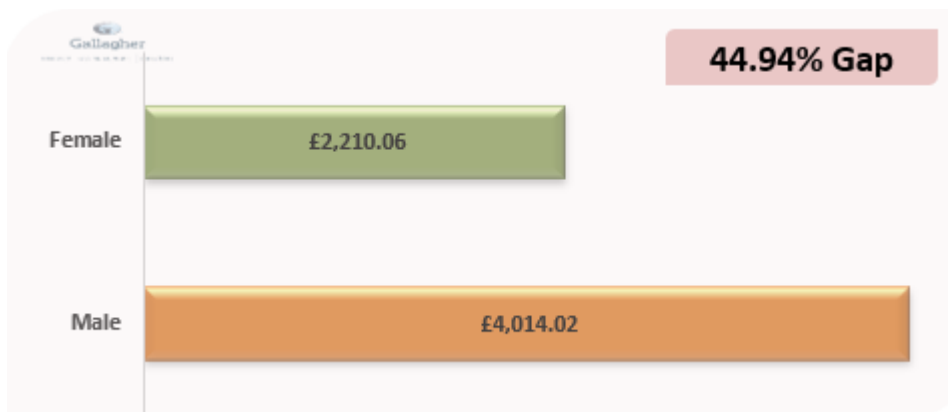
Bonus Payments and Participation

The bonus gap at Furrows is currently favouring male employees at the median by 44.94% and mean by 56.6%. This indicates that the data set is skewed, with a wider range in the bonus amounts found in the larger male data set (n = 155) compared to a much narrower range in the significantly smaller female data set (n = 32) who are in receipt of bonuses.

Mean Bonus Payments



Median Bonus Payments



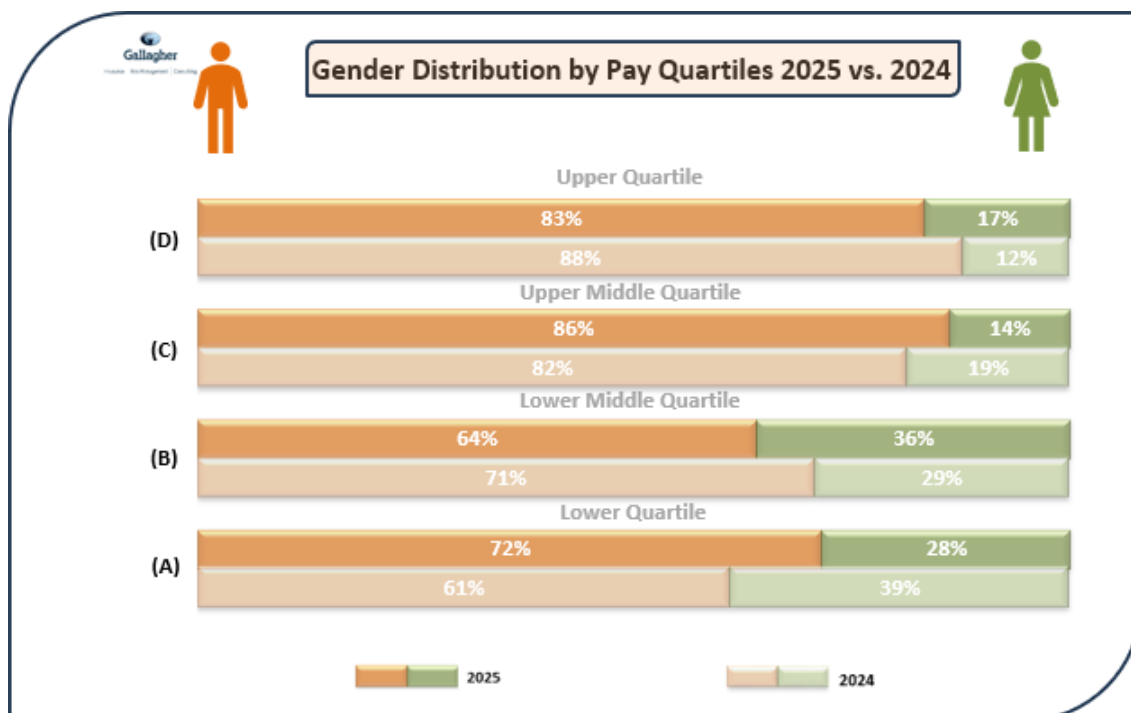
Bonus Participation

From the charts below we can see a significantly larger proportion of males received a bonus compared to females.



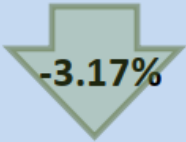
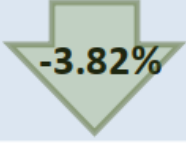
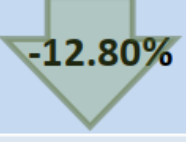
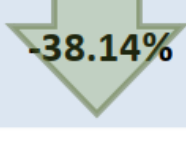
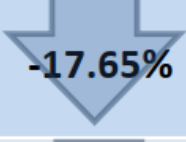

Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, similar to last year we can see that female employees are underrepresented across all of the pay quartiles, most notably in the two highest pay quartiles. Encouragingly, we do see increased female representation at the highest (D) and the second lowest highest (B) quartiles.

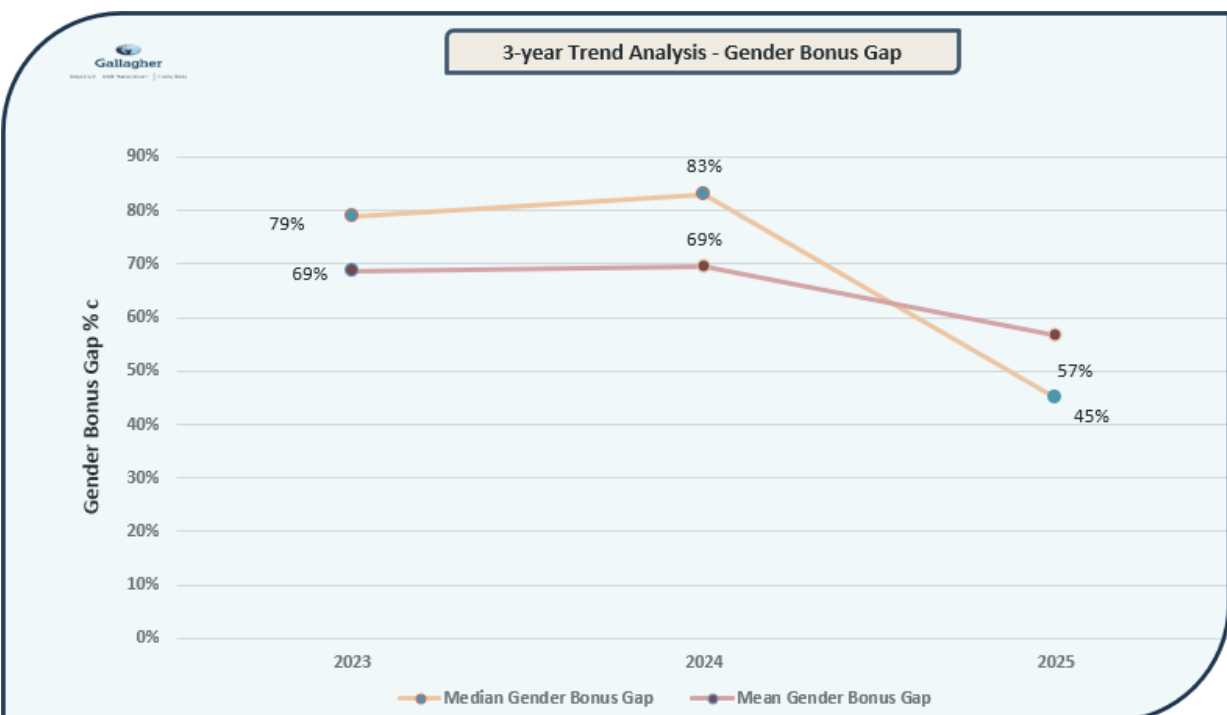
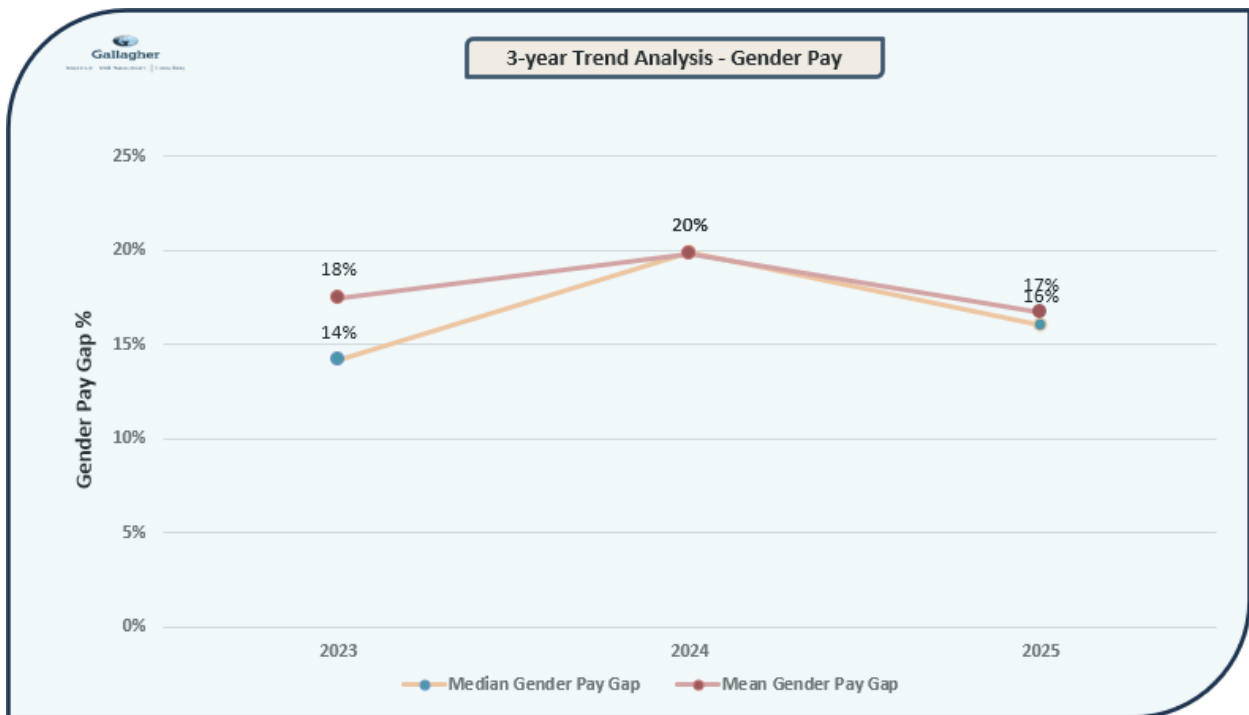


4. TREND COMPARISON

When we consider comparison between this year and that of the most recent reporting cycle in 2024, we see positive trends in the form of a narrowing mean and median gender pay gap, together with a narrowing bonus gap at both the mean and the median. We observe decreased bonus participation for both genders, which is more pronounced for females. We recognise that bonus pay, as defined by the regulations, includes a wide-ranging suite of awards including amounts relating to profit-sharing, productivity, performance, incentives and commission plans which can help drive a corresponding wide range in individual amounts reported.

	2023	2024	2025	2025 Vs 2024
Mean Gender Pay Gap	17.50%	19.85%	16.68%	 -3.17%
Median Gender Pay Gap	14.19%	19.89%	16.07%	 -3.82%
Mean Gender Bonus Gap	68.68%	69.40%	56.60%	 -12.80%
Median Gender Bonus Gap	78.97%	83.08%	44.94%	 -38.14%
Males receiving bonus	90.70%	94.00%	76.35%	 -17.65%
Females receiving bonus	88.89%	92.86%	50.79%	 -42.07%

When we look across the three most recent reporting cycles, we observe 2025 returning to 2023 gender pay levels, at both the mean and median. Turning to the gender bonus gap, encouragingly again we see a decline, where 2025 falls below 2023 gender bonus levels, at both the mean and median.



Appendix 1: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2022, and annually thereafter

The main items to be reported are:

Mean gender pay gap	Median gender pay gap	Gender bonus gap
Difference between average hourly earnings of male and females	Difference between median hourly earnings	Proportion of male and female employees receiving bonus within the 12 month period
Mean gender bonus gap	Median gender bonus gap	Pay quartiles
Difference between average bonus earnings	Difference between median bonus earnings	Insight into career paths

*Pay bands are as follows:

- Lowest paid to lower quartile
- Lower quartile to median
- Median to upper quartile
- Upper quartile to highest paid

Definitions

- **Lower Quartile:** The point below which 25% of the recorded salaries fall
- **Median:** The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- **Upper Quartile:** The point below which 75% of the recorded data falls
- **Mean:** The sum of all the numbers in a group divided by the number of numbers in the group.

