

GENDER PAY GAP REPORT 2025-2026

The logo consists of two overlapping circles, one light blue and one light green, creating a stylized 'B' shape.

BESPAK

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Gender Pay Gap as a Mean Average:

Women's hourly rate was 8.2% lower than men's

Gender Pay Gap as a Median Average:

Women's hourly rate was 12.1% lower than men's – this means they earned 88p for every £1 that men earn when comparing median hourly pay

Bonus Gender Pay Gap as a Mean Average:

Women's average bonus payment was 0.43% lower than men's

Bonus Gender Pay Gap as a Median Average:

Women's median bonus payment was 9.07% lower than men's – this means they earned 91p for every £1 that men earn when comparing median bonus pay

Proportion of Males Receiving a Bonus Payment and Proportion of Females Receiving a Bonus Payment:

76.5% Women | 78.7% Men

Proportion of Males and Females when divided into Quartiles

Quartile	Female	Male
Lower	44%	56%
Lower Middle	40%	60%
Upper Middle	24%	76%
Upper	24%	76%
Overall	33%	67%