

Gender Pay Gap Report

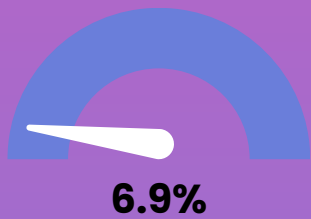
2026 figures



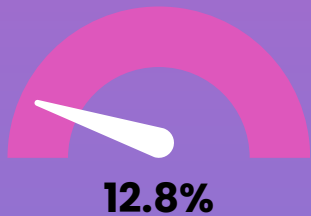
What is the gender pay gap?



The gender pay gap is the percentage difference between average hourly earnings for men and women.



The gender pay gap among full-time employees was **6.9%** in **April 2025**, down from **7.1%** in **April 2024**. The gender pay gap in April 2024 was 7.1% in the revised ASHE 2024, up from 7% in the provisional ASHE 2024 data we published in October 2024. ASHE data is published as provisional on the year, with the revised and final data published in the subsequent release.



Among all employees, the gender pay gap decreased to **12.8%** in **April 2025**, down from **13.1%** in April 2024. For part-time employees, the gender pay gap was negative 2.9% in April 2025, meaning that women in part-time employee jobs earned more than men in part-time employee jobs. This was a decrease from April 2024, where it was negative 3.0%.

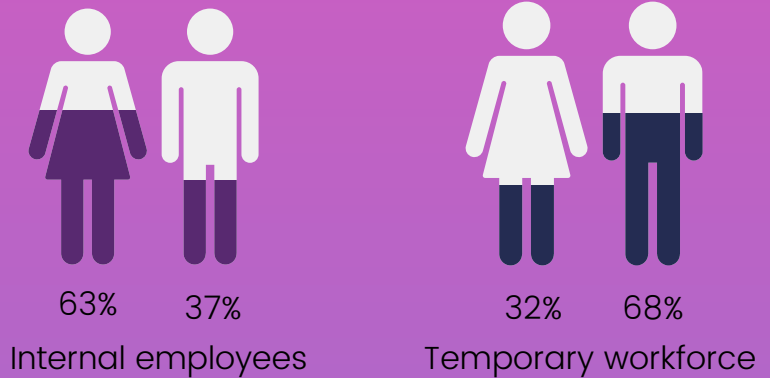
The gender pay gap calculations take into consideration the average earnings of all men and women across a business, irrespective of role and seniority. The outcome can be affected by many factors such as working patterns, occupation and sector.

Having a gap between average pay for men and women is not illegal. Paying men and women differently for doing equal work, however, is.

The gender pay gap calculations also look at bonuses, and how these are distributed across men and women in a company.

Who do we report on?

As an employment business, the temporary workers who work for our clients are included in our payroll as well as our internal staff, and are therefore a part of the calculation.



Understanding the calculations

Mean hourly pay gap

This is the difference in average hourly rates of pay for men and women. It adds up all the hourly rates for men, all the hourly rates for women, and divides each by the number of men and women respectively within the scope of the calculation. It then looks at the difference.

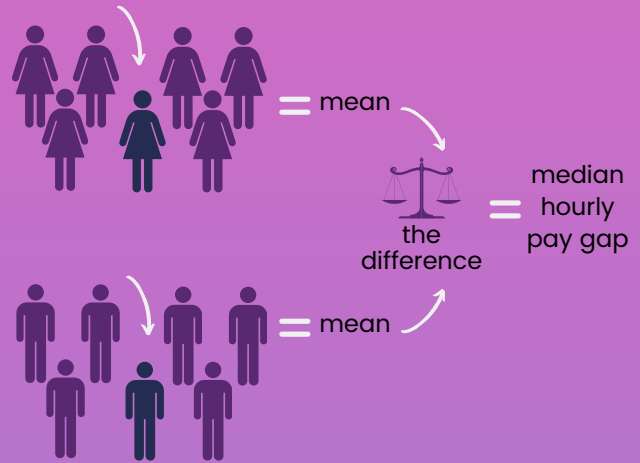
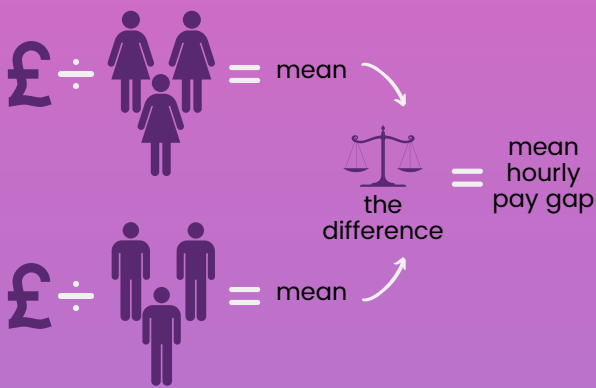
Median hourly pay gap

This measures the hourly pay rate of the middle point in a population. If you separately lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate of the middle woman compared to that of the middle man.



Understanding the calculations

continued...



What our own results say

What are the reasons for our gender pay gap?

Internal employees

In the upper quartile, men and women's pay is almost evenly distributed, showing our commitment to equality in senior management roles.

More women than men work part-time. The regulations do not allow a full-time equivalent calculation on bonuses for part-time employees.

Temporary workforce

As an employment business, our temporary workforce are included in our payroll and are therefore included in our gender pay gap report.

Our temporary workforce is predominantly male, which is typical within the industrial sector. We work hard to ensure there is diversity in our resourcing methods and the support we provide to our people.

83%

of our part-time employees are women

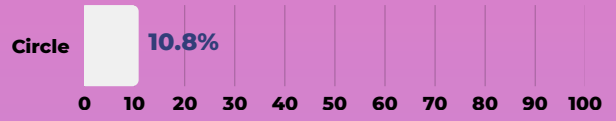
Circle Supports's own gender pay gap figures are explained on the next page.

Required data - internal

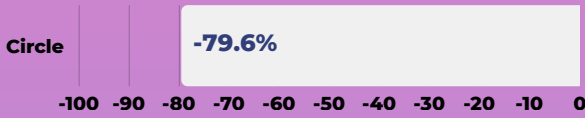
Mean hourly pay difference between males and females



Median hourly pay difference between males and females



Mean difference between male and female bonus payments



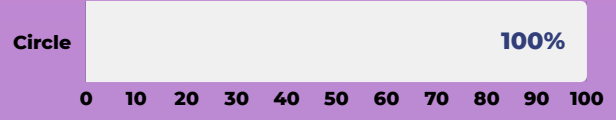
Median difference between male and female bonus payments



Proportion of males receiving bonus payments

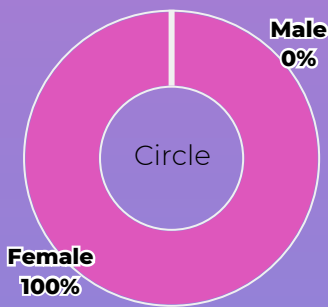


Proportion of females receiving bonus payments

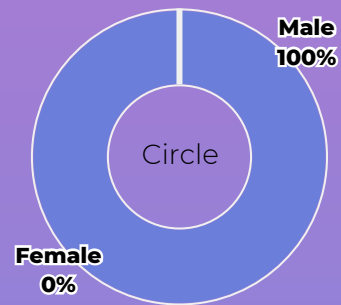


Distribution of males and females within each pay band quartile, calculated on a range of hourly rates

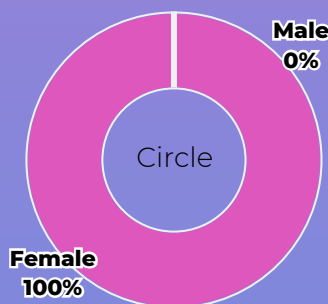
Lower quartile



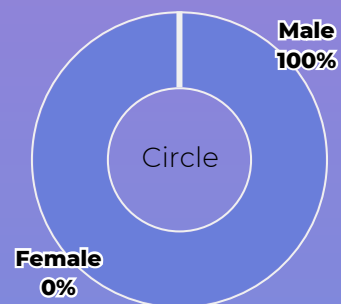
Lower middle quartile



Upper middle quartile

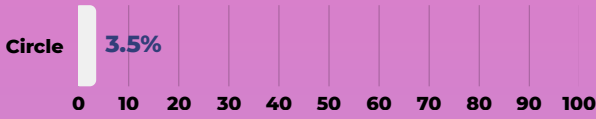


Upper quartile

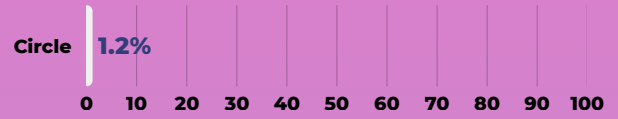


Required data - temp workers

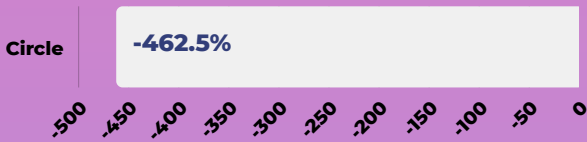
Mean hourly pay difference between males and females



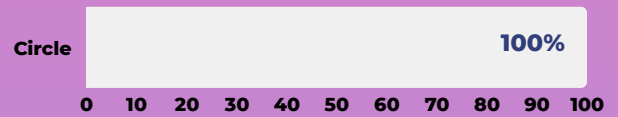
Median hourly pay difference between males and females



Mean difference between male and female bonus payments



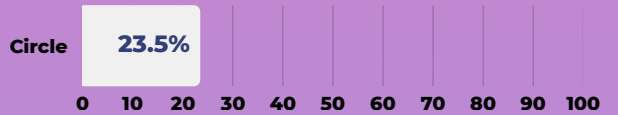
Median difference between male and female bonus payments



Proportion of males receiving bonus payments

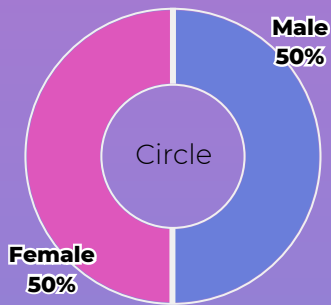


Proportion of females receiving bonus payments

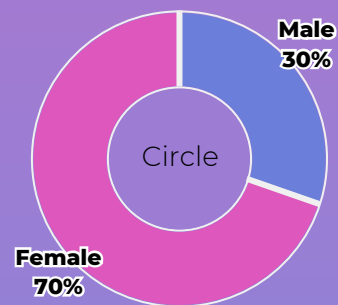


Distribution of males and females within each pay band quartile, calculated on a range of hourly rates

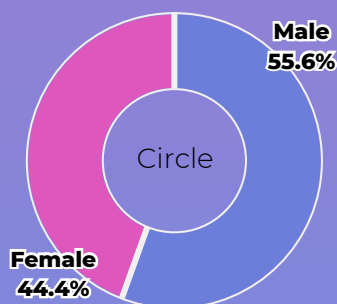
Lower quartile



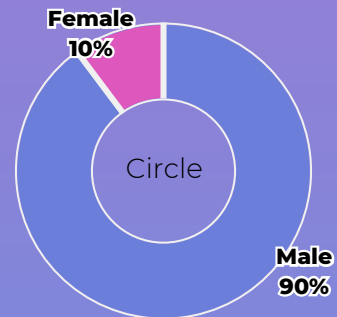
Lower middle quartile



Upper middle quartile

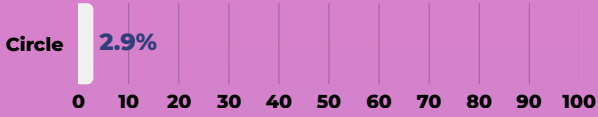


Upper quartile



Required data - combined

Mean hourly pay difference between males and females



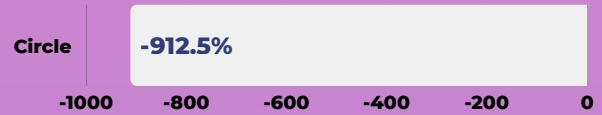
Median hourly pay difference between males and females



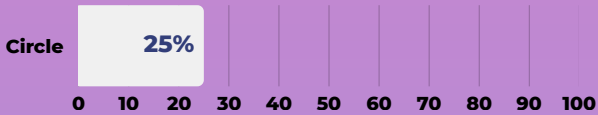
Mean difference between male and female bonus payments



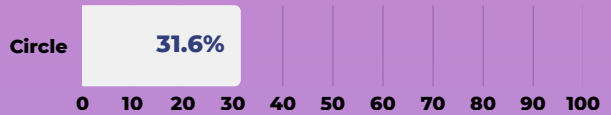
Median difference between male and female bonus payments



Proportion of males receiving bonus payments

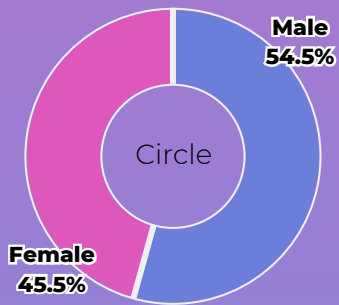


Proportion of females receiving bonus payments

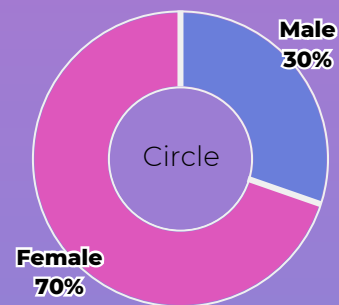


Distribution of males and females within each pay band quartile, calculated on a range of hourly rates

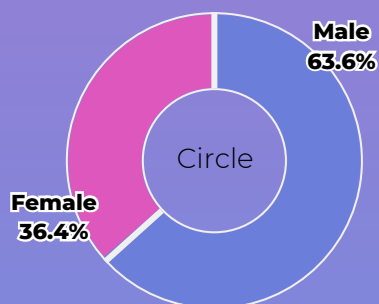
Lower quartile



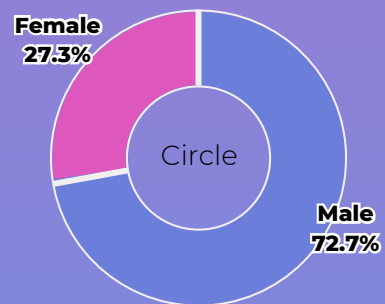
Lower middle quartile



Upper middle quartile



Upper quartile



Closing the gender pay gap



We are committed to fostering a diverse and inclusive workplace, and this begins with strong gender representation across all levels of the business. Our Senior Leadership Team is evenly split, with 50% female and 50% male representation, reflecting our ongoing focus on balanced leadership.



As part of our commitment to developing diverse future leaders, we closely monitor participation in our development programmes. Our most recent Leadership Programme cohort demonstrates this in action, with 7 of the 10 places occupied by female delegates, supporting progression into more senior roles.



Our HR team continues to review job roles across the business, including salary and bonus structures. It is our commitment that all decisions relating to pay, progression and reward are based on skills, performance and contribution. We also recognise the importance of training and development in supporting career progression, ensuring all employees have equal opportunity to grow.



Alongside this, our company values and rules of engagement underpin how we work and interact with one another. They guide decision-making across the business, ensuring fairness, transparency and respect for different perspectives. We actively encourage open conversations and expect all employees, including leaders, to demonstrate these values in everything they do.



Learning and development remain a key focus, with training programmes designed to support a range of learning styles from the point of onboarding and throughout an employee's career. By providing accessible development opportunities and clearly communicating expectations, we support individuals to reach their full potential.

– **Claire Roberts,**
Head of HR

