Gender Pay Gap

LIQUID FRIDAY 2025

Statement

At Liquid Friday, we remain committed to building a workplace that is fair, inclusive, and grounded in equal opportunity for all. I'm pleased to present our 2025/26 Gender Pay Gap Report, which reflects both the progress we've made and the areas where we continue to focus our efforts. This year's data shows that our median and mean gender pay gap is 0%, meaning women and men are paid equally for comparable work across our organisation. This is something we are proud of, and it reflects the strength of our pay structures and our ongoing commitment to fairness.

However, gender pay reporting is about more than equal pay alone. It also highlights how representation varies across different roles and levels. As with previous years, our figures show a lower proportion of women in the highest pay quartile, and a higher concentration in certain sectors and roles. This is reflective of the industries we support and the distribution of assignments across our workforce, rather than differences in pay for the same work.

We also note a difference in bonus outcomes, with women's median bonus pay lower than men's. This is influenced by the structure of assignments and earning patterns, rather than any difference in entitlement, with 100% of both men and women receiving bonus pay.

Our focus remains clear: to ensure that every individual is paid fairly for the work they do, while continuing to support greater balance and representation across all areas of our workforce. We are committed to reviewing our data, understanding the drivers behind it, and taking meaningful action where needed. At Liquid Friday, we believe that diversity strengthens our business, and fairness underpins everything we do. We will continue to build an environment where everyone has the opportunity to succeed, develop, and be recognised for their contribution.

Lewis Gosling,
Head Of Technical Operations

Pay Quartiles

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).

In this organisation, women occupy **19.6%** of the highest paid jobs and **12.2%** of the lowest paid jobs.

Description	Women%	Men%
Upper	**19.6%**	**80.4%**
Upper-middle	**15.9%**	**84.1%**
Lower-middle	**20.0%**	**80.0%**
Lower	**12.2%**	**87.8%**

Hourly Pay

The mean gender pay gap measures the difference in the average hourly pay of male and female employees. It is calculated by adding together all hourly pay rates and dividing by the total number of employees, providing an overall view of pay across the organisation.

The median gender pay gap reflects the difference between the midpoint hourly pay of men and women. This is determined by listing all individual pay rates from lowest to highest and comparing the middle value for each group.

In this organisation, the median gender pay gap is 0.0%, meaning women earn £1.00 for every £1.00 earned by men when comparing median hourly pay. Similarly, the mean (average) gender pay gap is also 0.0%, indicating no difference in average hourly pay between men and women.

%Recieving Bonus Pay

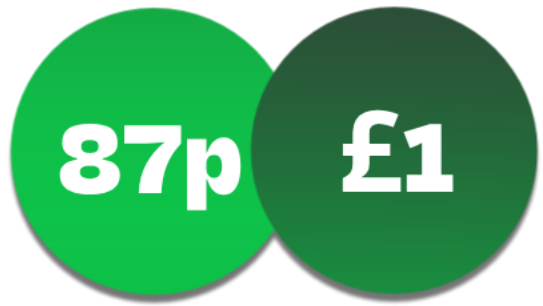
This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2025.

Mean Gender Pay Gap For Bonus Pay

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive. The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

In this organisation, women earn £0.87 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 12.88% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 29.8% lower than men's.



↓ 12.88 %
(Median)

I confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Get in touch

02392 883300
hello@liquidfriday.co.uk
www.liquidfriday.co.uk