

Sterling Solutions Rail Limited

Gender Pay Gap 2025/26 Report - Analysis of Findings

Mean Gender Pay Gap

Based on **2,144** paid individuals' rates of pay within pay period of **31/03/25** to **04/04/25**

$$\begin{array}{lcl} \text{Mean Gender Pay Gap} & = & \frac{(A - B)}{A} \times 100 \\ & & \text{A = Mean hourly pay rate of all MALE employees} \\ & & \text{B = Mean hourly pay rate of all FEMALE employees} \\ & & \text{Express as percentage of Mean gender pay gap} \\ \\ 17.46\% & = & \frac{£23.48 - £19.38}{£23.48} \times 100 \\ \text{Male Dominance} & & \end{array}$$

Median Gender Pay Gap

Based on **2,144** paid individuals' rates of pay within pay period of **31/03/25** to **04/04/25**

$$\begin{array}{lcl} \text{Median Gender Pay Gap} & = & \frac{(A - B)}{A} \times 100 \\ & & \text{A = Median hourly pay rate of all MALE employees} \\ & & \text{B = Median hourly pay rate of all FEMALE employees} \\ & & \text{Express as percentage of Median gender pay gap} \\ \\ 16.84\% & = & \frac{£19.24 - £16.00}{£19.24} \times 100 \\ \text{Male Dominance} & & \end{array}$$

Quartile Calculations

Based on **2,144** paid individuals' rates of pay within pay period of **31/03/25** to **04/04/25**

Males: 2,100 (97.9%) ↓ **Females: 44 (2.1%) ↑**

Of the **536** employees/paid contractors in the **LOWER QUARTILE**, **513** are **MALE** and **23** are **FEMALE**.

This means that **95.7%** are **MALE** and **4.3%** are **FEMALE**

Of the **536** employees/paid contractors in the **LOWER MIDDLE QUARTILE**, **531** are **MALE** and **5** are **FEMALE**.

This means that **99.1%** are **MALE** and **0.9%** are **FEMALE**

Of the **536** employees/paid contractors in the **UPPER MIDDLE QUARTILE**, **524** are **MALE** and **12** are **FEMALE**.

This means that **97.31%** are **MALE** and **2.69%** are **FEMALE**

Of the **536** employees/paid contractors in the **UPPER QUARTILE**, **532** are **MALE** and **4** are **FEMALE**.

This means that **96.11%** are **MALE** and **3.89%** are **FEMALE**

Sterling Solutions Umbrella Limited

Gender Pay Gap 2025/26 Report - Analysis of Findings

Mean Gender Pay Gap

Based on **530** paid individuals' rates of pay within pay period of **31/03/25** to **04/04/25**

$$\begin{aligned} \text{Mean Gender Pay Gap} &= \frac{(A - B)}{A} \times 100 \\ &= \frac{\text{£35.66} - \text{£39.10}}{\text{£35.66}} \times 100 \\ &= -9.65\% \end{aligned}$$

Female Dominance

A = Mean hourly pay rate of all MALE employees
B = Mean hourly pay rate of all FEMALE employees
Express as percentage of Mean gender pay gap

Median Gender Pay Gap

Based on **530** paid individuals' rates of pay within pay period of **31/03/25** to **04/04/25**

$$\begin{aligned} \text{Median Gender Pay Gap} &= \frac{(A - B)}{A} \times 100 \\ &= \frac{\text{£28.13} - \text{£31.83}}{\text{£28.13}} \times 100 \\ &= -13.15\% \end{aligned}$$

Female Dominance

A = Median hourly pay rate of all MALE employees
B = Median hourly pay rate of all FEMALE employees
Express as percentage of Median gender pay gap

Quartile Calculations

Based on **530** paid individuals' rates of pay within pay period of **31/03/25** to **04/04/25**

Males: 492 (92.8%) ↓ **Females: 38 (7.2%) ↑**

Of the **132** employees/paid contractors in the **LOWER QUARTILE**, **125** are **MALE** and **7** are **FEMALE**.

This means that **94.7%** are **MALE** and **5.3%** are **FEMALE**

Of the **133** employees/paid contractors in the **LOWER MIDDLE QUARTILE**, **126** are **MALE** and **7** are **FEMALE**.

This means that **94.7%** are **MALE** and **5.3%** are **FEMALE**

Of the **132** employees/paid contractors in the **UPPER MIDDLE QUARTILE**, **119** are **MALE** and **13** are **FEMALE**.

This means that **90.2%** are **MALE** and **9.8%** are **FEMALE**

Of the **133** employees/paid contractors in the **UPPER QUARTILE**, **122** are **MALE** and **11** are **FEMALE**.

This means that **91.7%** are **MALE** and **8.3%** are **FEMALE**