

Gender Pay Gap Report 2025

Published: April 2026

interact



Diversity & Inclusion

“Diversity and inclusion is integral to Interact’s organisational culture and success. It helps to underpin our vision, values and goals enabling us to be an inspiring place to work and to provide fantastic opportunities to all our team.”



Proudly
employee
owned.

interact

Introduction

- Gender Pay Gap legislation requires an employer with 250 employees or more to publish its gender pay gap.
- The gender pay gap is an equality measure that shows the difference in average earnings between women and men.
- The requirement presents an opportunity for Interact to further scrutinise its employee profile and to continue strategic action to address inequalities, if they exist. A gender pay gap report must include: The mean gap in pay; the median gap in pay; the distribution of gender by pay quartile; the percentage of employees receiving bonuses and the gender gap on bonuses.
- The regulations state that the gender pay gap shows the difference between the average earnings of men and women (excluding overtime). This is expressed as a percentage of men's earnings.

**Gender Pay
Gap is an
equality
measure**

Definitions

- **The median gender pay gap figure**

- This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid. A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers. Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses).

- **A mean**

- Involves adding up all of the numbers and dividing the result by how many numbers were in the list. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

Gender Pay definitions - using median and mean averages

Gender Pay Gap

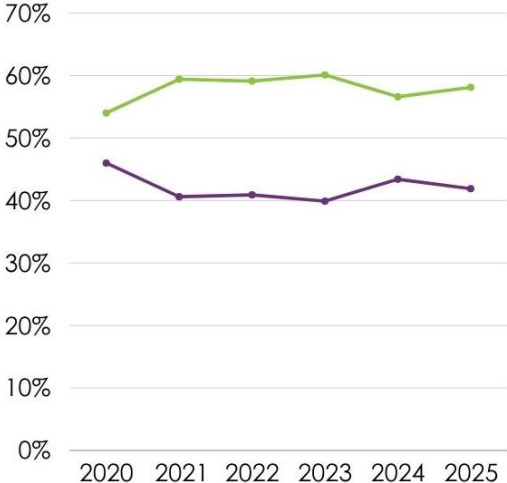
- **Snapshot 5th April 2025**
- **Median hourly pay**
 - Women earned 99p for every £1 that men earned (comparing median hourly pay)
- **Mean hourly pay**
 - Women's mean (average) hourly pay was 0.7% lower than men's



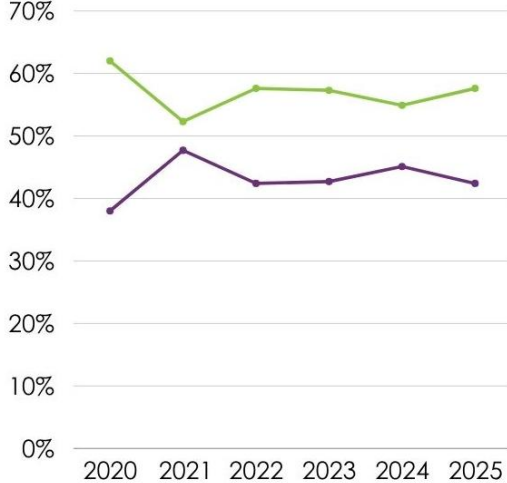
The percentage of women and men in each pay quartile – yearly comparison



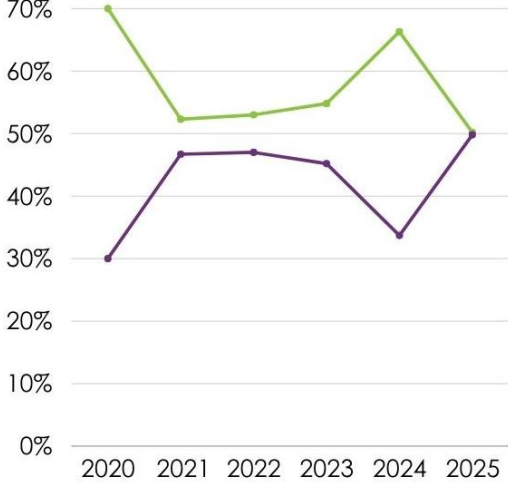
UPPER PAY QUARTILE



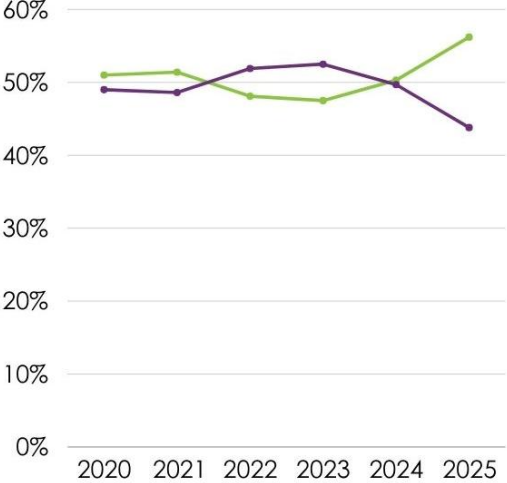
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



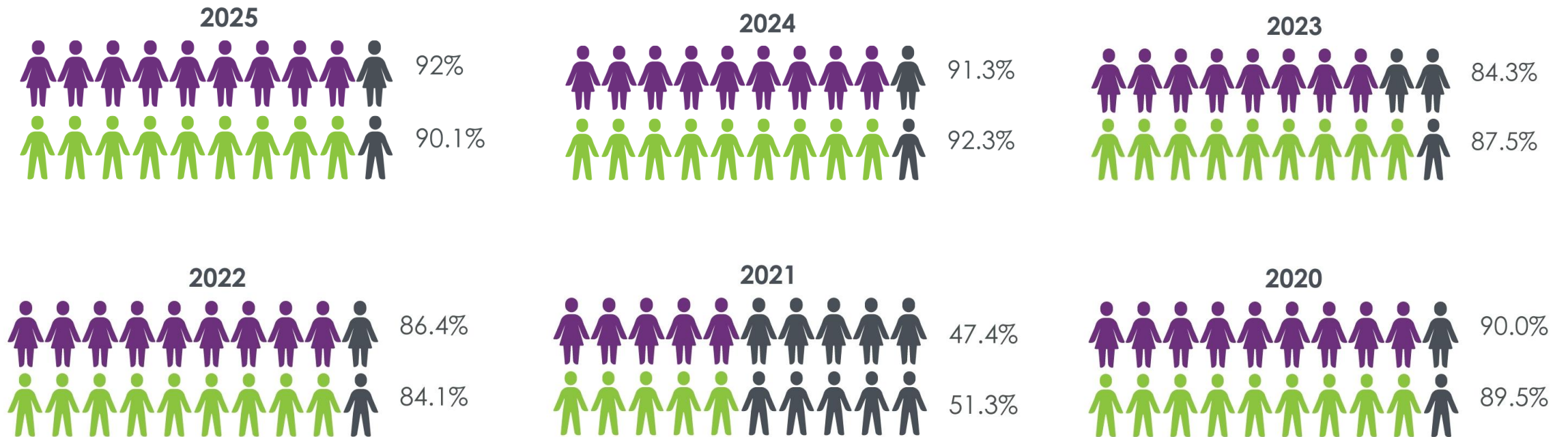
LOWER QUARTILE



Bonus pay



- Women's mean (average) bonus pay was 22% lower than men's
- **Employees who received a bonus:**



Note: Due to a shift in non-bonus related projects the percentage of employees receiving bonus payment was halved in 2021

Commentary

- The national average for overall median hourly pay for full-time employees was **6.9% less for women than for men in April 2025**, compared with **Interact's** women's median hourly pay being **0.9% lower than men's**.
- Over the last 5 years the trend reinforces **a very low median gender wage differential at Interact**.
- The pay gap indicates our success and commitment to paying employees equally or equivalent regardless of gender. We will continue to develop programmes such as flexible and agile working, career development, healthy work/life balance and other engagement activities as part of a positive strategy **to ensure any gender pay gap remains at a low or positive value**.
- I confirm that the information in this statement is accurate and that the data has been calculated to the requirements of the Equality Act.

Neil Barber,
CEO, Interact