Our Gender Pay Gap Report 2025

Introduction from our Managing Director

Pelican Business Services is an open and inclusive workplace, where everyone belongs regardless of their background, race, ethnicity, gender or any other characteristic.

Our Gender Pay Gap Report 2025 highlights that we continue to see success in our approaches to engagement, flexibility, mental wellbeing and leadership development. I am looking forward to further developing our people networks and ensuring there are equal opportunities for team members to progress personally and professionally in the coming 12 months.

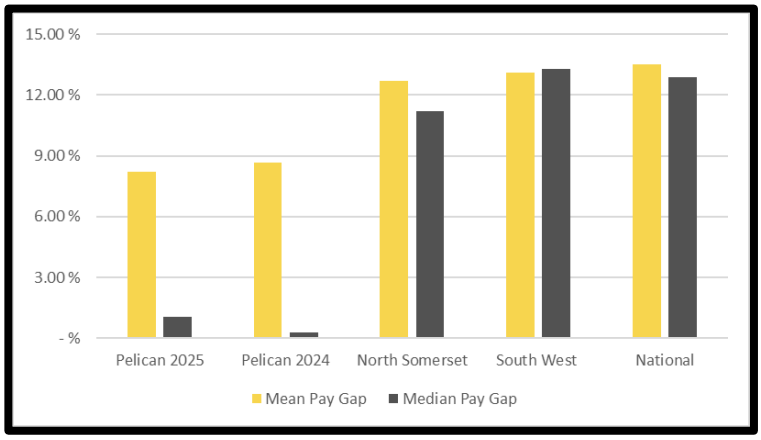
I confirm that the published information is accurate, reliable and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Oliver Jerrome
Managing Director

Mean Gender Pay Gap

The gender pay gap identifies the difference in hourly pay for men and women employed by Pelican in April 2025 without reference to their role, seniority, age or length of service. This helps us understand how our average pay compares between men and women and is reported by both the 'mean' and 'median' average.

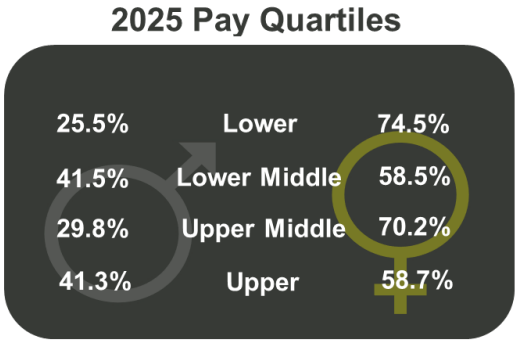


The **mean** gender pay gap for 2025 is **8.2%**, compared to 8.69% in 2024.

The **median** gender pay gap for 2025 is **1.05%**, compared to 0.30% in 2024.

Pay Distribution

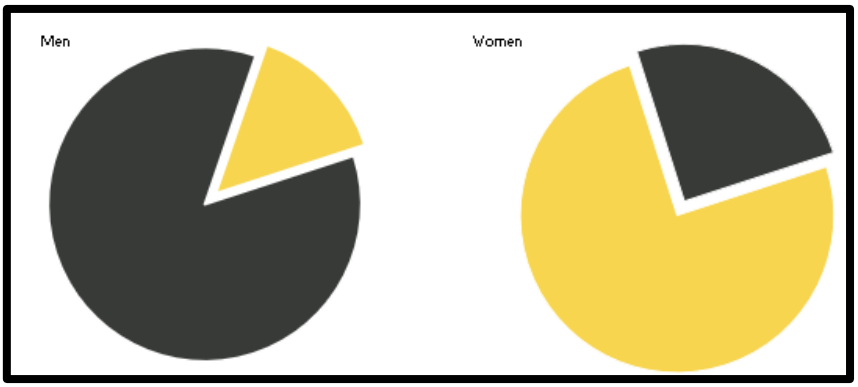
Reviewing the hourly pay of our team members from lowest to highest enables us to arrange our data into equally sized pay bands, called quartiles. The percentage of men and women in each quartile is then calculated. The first quartile represents the high number of new female team members in our customer facing roles. The remaining quartiles show a fairly even distribution of men and women across the higher pay



bands, with the third quartile demonstrating the number of women in leadership positions.

Gender Bonus Gap

The gender bonus gap looks at the difference between the average bonus received by men and women in Pelican in the twelve months prior to 5 April 2025. Over seventy-eight percent of team members received a bonus to recognise their hard work and dedication during this time.



*We paid bonuses to **85.3%** of men and **75.1%** of women.*

- The **mean** gender bonus gap for 2025 is **39.69%**, compared to 37.87% in 2024.
- The **median** gender bonus gap for 2025 is **16.67%**, compared to 28.36% in 2024.

Our 2025 results

Our median gender pay gap for 2025 was 1.05%. This means that, if we listed everyone's hourly pay in order, there would be a difference of just £0.14 between the middle woman and the middle man. This reflects our continued commitment to forging a gender equal workplace. Over 65% of our workforce are women, while over 78% of men and women equally earn a bonus.

Looking ahead

- We will continue to invest in our people networks, improving access for all team members as part of our culture where **#EveryoneBelongs**.
- We are excited by our ongoing partnership with **Women's Work Lab**, supporting mums back into the workplace.
- We will continue to review our approach to recruitment, ensuring our advertising and selection processes are inclusive and **free of gender bias**.
- As proud winners of 'Signatory Organisation of the Year (101-500 employees)' at the inaugural **Bristol Women in Business Awards 2026**, we have an excellent platform to develop new ways to support and promote women in the workplace.