



Massey Harper Group

UK Gender Pay Gap Report 2024–2025

This Gender Pay Gap Report has been prepared by Massey Harper Group in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It presents data for the snapshot date of 5 April 2025 and covers all UK employees within all the Group's operations. For bonus payments the data is for the 12 months ending on 5th April 2025.

At the time of reporting, Massey Harper Group employed 275 team members.

I. Executive Summary

At Massey Harper Group, we are committed to promoting equality, diversity, and inclusion across all levels of our organisation.

This report provides transparency about our gender pay gap and outlines the actions we are taking to reduce it.

For the reporting year 2024–2025, our gender pay gap figures are as follows:

- Mean gender pay gap (hourly pay): 16.66%
- Median gender pay gap (hourly pay): 8.35%
- Mean gender bonus gap: 64.08%
- Median gender bonus gap: 75.87%
- Proportion of males receiving a bonus: 33.33%
- Proportion of females receiving a bonus: 24.00%

2. Pay Quartiles

The table below shows the proportion of male and female employees in each pay quartile of our business.

Pay Quartile	Male (%)	Female (%)
Upper Quartile	78%	22%
Upper Middle Quartile	88%	12%
Lower Middle Quartile	81%	19%
Lower Quartile	64%	36%

3. Interpretation of Results

The Massey Harper Group has used its best endeavours to provide an accurate picture of its gender pay gap. The figures set out above are based on accurate payroll data supplied by the Massey Harper Group and have been calculated using the standard methodologies set out in the Equality Act 2010.

Our mean gender pay gap of 16.66% reflects a higher proportion of men in senior management and specialist roles. This is however changing and there are significantly more females entering the industry and working their way through the business. The median gap of 8.35% shows that, within levels, pay is not dramatically different for the same roles.

Our gender pay gap is driven primarily by underrepresentation of women across our workforce, particularly in senior and specialist roles, rather than unequal pay for equal work and historically our business has had low labour turnover.

We operate in a sector that has historically attracted fewer women, particularly into operational and technical roles. Our sales team in the Massey Harpers group are commission based and of which the vast majority are men, having an impact on our bonus payments.

We recognise that industry context does not remove our responsibility to improve representation and progression opportunities.

4. Action Plan

To further close the gender pay gap, Massey Harper Group will focus on the following actions during 2025–2026:

- Implement targeted management development programmes to prepare high-potential women for leadership roles to encourage career progression.
- Partnerships with colleges for apprenticeships
- Gender-neutral job advertising
- Review recruitment processes to ensure balanced shortlists for technical and management positions.
- Introduce enhanced flexible working policies and family friendly policies to support work-life balance for all employees.

We do not have any targets regarding equal pay and we continue to live by our values of Family, Trust, Care, Passion and Progression, to help us achieve our goals and create an environment that encourages personal development, self-worth and a work/life balance.



5. Declaration

I confirm that the information and data reported is accurate and in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Tammie Massey-Ford'.

Tammie Massey-Ford
Group HR Director
Massey Harper Group
