



Rocksteady 2025 Gender Pay Gap Statement

Gender pay gap reporting requires companies who employ 250 staff or more to publish statutory calculations every year showing what the pay gap is between their male and female employees. The Gender pay gap report is based on data as at 5th April 2025.

Rocksteady's Gender Pay Gap is lower than the UK average, where median hourly pay for all employees was 12.8% lower for women than for men in April 2025. In the same period, Rocksteady's women's mean (average) hourly pay was 14.6% higher than men's.

Rocksteady's Pay Gender Gap is as follows:

	Median	Mean (Average)
% pay gap	1.8%	14.6%

This means that women's mean (average) hourly pay is 14.6% higher than men's.

Proportion of staff awarded a bonus during the year to April 25

Gender	Male	Female
% Receiving a Bonus	64%	67%

Our Bonus Gap is as follows:

	Median	Mean (Average)
% bonus gap	34.97%	31.96%

This means that women's average bonus pay is 31.96% higher than men's.

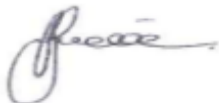
Pay Quartiles

This means that women occupy 26% of the highest paid jobs and 14% of the lower paid jobs.

Quartiles	Male %	Female %
Upper	74%	26%
Upper Middle	75%	25%
Lower Middle	73%	27%
Lower	86%	14%

At Rocksteady, many roles particularly in teaching and administration, are structured around clearly defined job titles. Within these roles, men and women are paid equally for performing equivalent work. Additionally, 43% of Rocksteady's board are women, reflecting strong representation at senior leadership levels.

We remain committed to recruiting the best candidate for each position, irrespective of gender.



Sara Bignell
Director of People