

Gender pay gap service

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> Gender pay gap report for 2024-25

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INNOVATE SERVICES LIMITED 2024-25 Gender pay gap report

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1. Main gender pay gap figures

In this organisation:

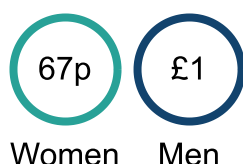
- women earned 67p for every £1 that men earned (comparing median hourly pay)
 - women made up 55.1% of employees in the highest paid quarter, and 85.6% of employees in the lowest paid quarter
 - 6.7% of women received bonus pay, compared with 29.0% of men
 - women's bonus pay was 33.3% lower than men's (comparing median bonus pay)
-

2. Hourly pay

In this organisation:

- women's median hourly pay was 33.1% lower than men's – this means they earned 67p for every £1 that men earn when comparing median hourly pay

33p
less
▼



- women's mean (average) hourly pay was 23.2% lower than men's

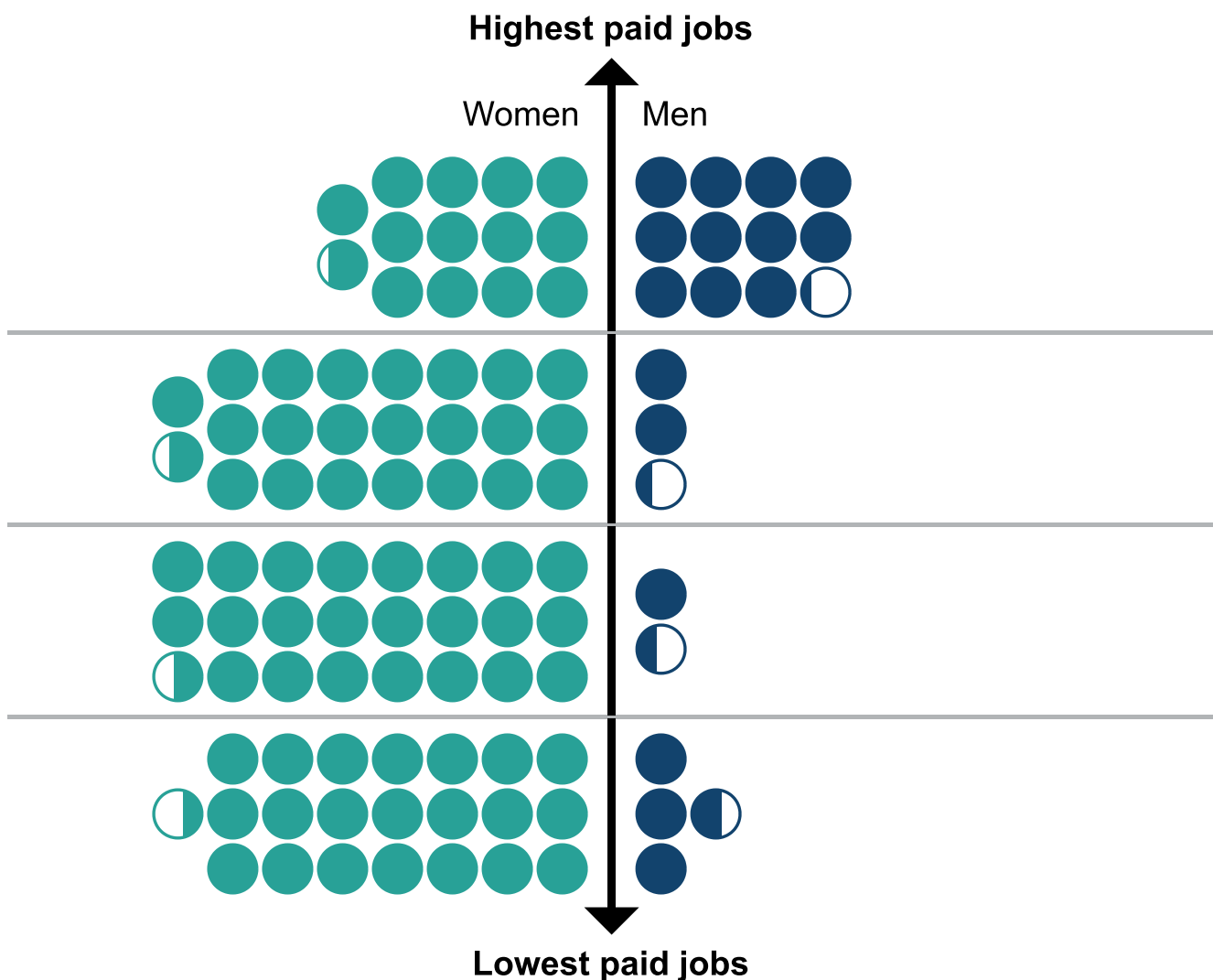
► [Read more about median and mean](#)

3. Pay quarters

In this organisation, women made up:

- 55.1% of employees in the upper hourly pay quarter (highest paid jobs)
- 90.7% of employees in the upper middle hourly pay quarter
- 94.3% of employees in the lower middle hourly pay quarter
- 85.6% of employees in the lower hourly pay quarter (lowest paid jobs)

☐ Show explanation for this visualisation



Each ● represents 1% of the employees in this organisation

► [Table: pay_quarters](#)

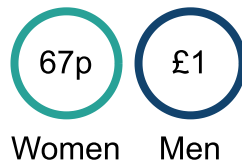
► [Read more about pay quarters](#)

4. Bonus pay

In this organisation:

- women's median bonus pay was 33.33% lower than men's – this means they earned 67p for every £1 that men earn when comparing median bonus pay

33p
less
▼



- women's mean (average) bonus pay was 27% lower than men's
 - 6.7% of women and 29.0% of men received bonus pay
-

5. About INNOVATE SERVICES LIMITED

Registered address	St Andrews House, West Street, Woking, United Kingdom, GU21 6EB
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Sector	Accommodation and food service activities
Snapshot date	5 April 2024
Employee headcount	1000 to 4999 employees
Person responsible	Gemma Bolton (People Director)

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