

# Orwell Housing Association Limited

## Gender Pay Gap Report 2025

### Results

Orwell's gender pay gap is as follows:

<b>Mean gender pay gap:</b>	13.6%
<b>Median gender pay gap:</b>	4.1 %
<b>Mean bonus gender gap:</b>	-33.6%
<b>Median bonus gender gap:</b>	-25.0%

### Proportion of males and females receiving a bonus payment:

Male:	10.2%
Female:	11.4%
Gap:	1.2%

### Proportion of males and females in each quartile band:

#### *Lower quartile:*

Male:	15.3%
Female:	84.7%

#### *Lower middle quartile:*

Male:	22.8%
Female:	77.2%

#### *Upper middle quartile:*

Male:	14.1%
Female:	85.9%

#### Upper quartile:

Male:	38.0%
Female:	62.0%

These calculations are in accordance with the requirements, are accurate and will be published in an accessible place on Orwell's website and also on the Government's designated website, [www.gov.uk/report-gender-pay-gap-data](http://www.gov.uk/report-gender-pay-gap-data) by 5 April 2026.



**Wendy Evans-Hendrick**  
**Chief Executive**

Date: 11 February 2026