

intercity

# GENDER PAY GAP REPORT 2025





# UNDERSTANDING THE GENDER PAY GAP

Under the Gender Pay Gap Reporting legislation, UK organisations with 250 or more colleagues are required to publish annual calculations showing the difference in pay between colleagues who identify as men and women.

## How the Gender Pay Gap is calculated

The UK Gender Pay Gap compares the average hourly pay of men and women across the organisation, regardless of the roles they perform. The calculations are based on a snapshot date of 5 April 2025, in line with UK Gender Pay Gap reporting requirements.

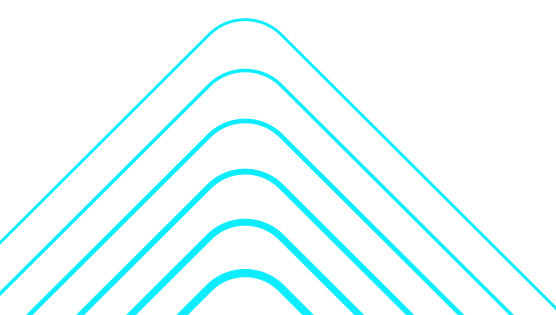
Hourly pay includes base salary and allowances paid during the pay period that includes the snapshot date. Bonus, commission and incentive payments are calculated separately and cover payments made during the 12-month period from 6 April 2024 to 5 April 2025.

This approach provides a consistent way to compare pay across organisations and understand the overall distribution of men and women across different roles and levels.

## What the Gender Pay Gap does and does not show

The gender pay gap is not the same as equal pay. Equal pay relates to men and women receiving the same pay for the same or equivalent work. The gender pay gap instead reflects the overall distribution of men and women across different roles and levels within an organisation.

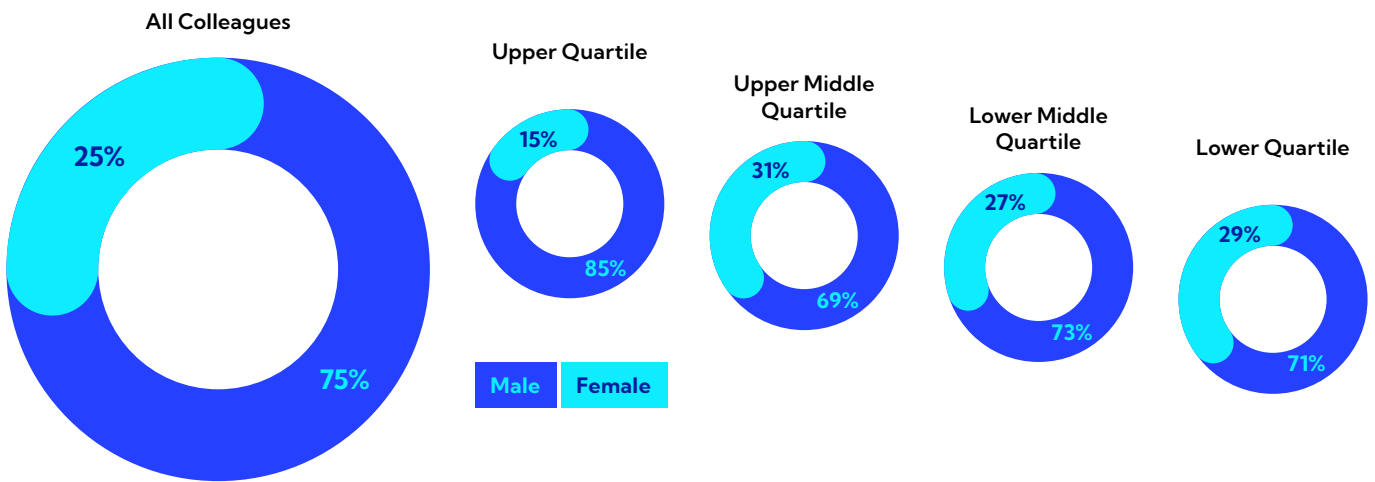
This means an organisation may report a gender pay gap even where men and women are paid fairly for similar roles. For example, roles that attract higher market salaries, such as technical or engineering positions, may currently have a higher proportion of men, which can influence the overall gap.





# OUR GENDER PAY GAP FIGURES

## Proportion of Men & Women in Each Pay Quartile



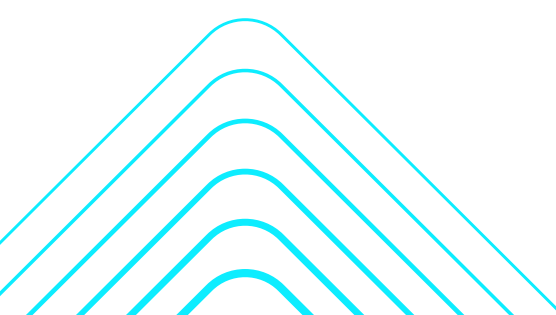
**Women represent 25% of colleagues across Intercity, with men representing 75%. When we look at the distribution across our pay quartiles, the overall pattern broadly reflects this gender balance across the organisation.**

In our upper quartile, which contains the highest paid roles, 15% of colleagues are women. This is lower than the overall proportion of women in the organisation and reflects that women are currently under-represented in our most senior and highest paid roles.

The upper middle quartile has the highest representation of women at 31%, indicating our growing pipeline of women in mid to senior roles.

Representation in the lower middle and lower quartiles (27% and 29%) is broadly in line with the overall workforce profile.

This distribution indicates that our gender pay gap is primarily driven by representation at senior levels.





# OUR GENDER PAY GAP FIGURES

**This year we have seen a meaningful reduction in both our mean and median gender pay gaps, indicating positive progress in the overall distribution of pay across Intercity. The improvement in the median gap in particular suggests that pay across the middle of the organisation is becoming more balanced.**

	2025	2024
Mean Gender Pay Gap in hourly pay	16.6%	25.0%
Median Gender Pay Gap in hourly pay	6.4%	17.6%
Mean Gender Bonus* Gap	65.0%	85.5%
Median Gender Bonus* Gap	27.6%	29.0%

	2025	2024
Proportion of women receiving a bonus*	80%	85%
Proportion of men receiving a bonus*	88%	87%

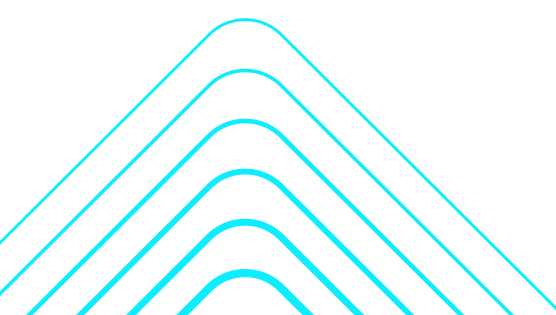
\*Bonus includes sales commission payments

We have also seen a reduction in both the mean and median bonus gaps compared with last year, showing progress in narrowing the difference in bonus outcomes across the organisation.

Bonus payments at Intercity include sales commission, and our commission scheme is designed to strongly reward sales performance. We are proud of this approach as it recognises and incentivises the contribution our sales colleagues make to the business. The bonus gap is largely influenced by the lower representation of women in sales roles, where commission-based bonuses can be significantly higher.

Looking at participation, the proportion of men receiving a bonus has increased slightly, while the proportion of women receiving a bonus has decreased slightly compared with last year. Despite this, bonus participation remains broadly similar across the organisation.

Overall, the reduction in our pay gaps shows encouraging progress. Differences in bonus outcomes continue to be influenced by the distribution of colleagues across sales roles, and improving representation in these areas remains an important focus for Intercity.





## UNDERSTANDING OUR GENDER PAY GAP

**There are currently more men than women working at Intercity, and this difference in representation contributes to our gender pay gap. Like many organisations in the technology sector, the gap reflects how men and women are distributed across different roles and levels within the organisation, including technical and leadership positions.**

Across the industry, women remain underrepresented in a number of specialist disciplines such as networking, infrastructure, cybersecurity and engineering, as well as in senior leadership roles. These positions often attract higher market salaries and currently have a higher proportion of men across the sector.

Representation across teams can also influence the figures. Sales roles at Intercity include a significant element of commission-based earnings, and our commission scheme is designed to strongly reward performance. We are proud of the way it recognises the contribution our sales colleagues make to the business. As these roles currently have a higher proportion of men, higher commission payments in a given reporting period can influence the overall pay and bonus gaps reported.

Our pay quartile data reflects a similar pattern. Women are represented across all pay levels at Intercity, with the highest proportion in our upper middle quartile, suggesting a growing pipeline of women in mid to senior roles. However, women remain underrepresented in the highest pay quartile, which contributes to the overall pay gap.

Importantly, our gender pay gap reflects the overall composition of our team rather than differences in pay for the same role.

### Performance against benchmark

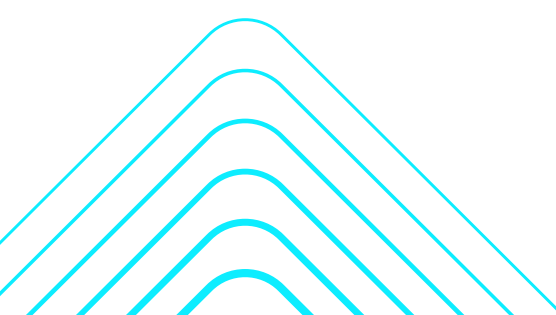
We have seen encouraging improvements in both our mean and median gender pay gaps this year, indicating positive progress in the overall distribution of pay across Intercity.

Across the wider technology sector, the gender pay gap is estimated to be around 17–18%, significantly higher than the UK median gender pay gap of 6.9% reported by the Office for National Statistics. This reflects the continued underrepresentation of women in senior and specialist technical roles across the industry.

### Moving forwards

At Intercity, we are committed to improving gender balance by investing in early careers pathways, supporting inclusive development opportunities and continuing to build a culture where all colleagues feel supported to grow and succeed.

Improving representation across the technology sector will take time. Through our focus on attraction, development and progression, we aim to create more opportunities and build a more balanced team for the future.





## ACTIONS WE ARE TAKING

**Improving gender balance in the technology sector requires long-term commitment. At Intercity, we are focused on strengthening how we attract, support and develop diverse talent across the organisation.**

### ⊕ Building a stronger future talent pipeline

Through our partnership with Ahead Partnership, we continue to support initiatives that connect young people with careers in technology. By engaging with schools and early careers programmes, we aim to inspire a wider range of students, particularly girls and young women, to consider careers in the technology sector and help strengthen the future talent pipeline.

### ⊕ Supporting colleagues through community and advocacy

Our HERoes colleague group plays an important role in supporting gender inclusion across the organisation. The group provides a space for colleagues to connect, share experiences and help shape initiatives that promote gender balance and inclusion within Intercity.

### ⊕ Strengthening inclusive recruitment practices

We continue to review our recruitment approach to help ensure we attract diverse talent into the organisation. This includes promoting inclusive hiring practices, widening how we engage with potential candidates and encouraging balanced candidate pipelines where possible. We are also exploring ways to attract a broader range of candidates into areas of the business where women are currently underrepresented, including specialist technical and sales roles.

### ⊕ Supporting career development and progression

Creating opportunities for colleagues to grow and progress is central to building a more balanced workforce. We continue to focus on development opportunities, mentoring and leadership support to help colleagues build their careers across the business and support progression into senior and leadership roles.

### ⊕ Reviewing pay and progression processes

We regularly review our pay and reward processes to help ensure they remain fair, transparent and aligned with our commitment to equal pay. This includes reviewing pay and progression outcomes across the organisation to identify any patterns or areas where further action may be needed.

### ⊕ Using data to guide progress

We regularly review colleague data to better understand representation across different roles and levels within the organisation. This helps us identify where we can focus our efforts, track progress over time and ensure our actions continue to support greater gender balance across the organisation.

Improving representation across the technology sector will take time. Through our continued focus on attraction, development and progression, we aim to create more opportunities and build a more balanced team for the future.

