

British Assessment Bureau
**Gender Pay Gap
Report 2025**

[amtivo.uk](https://www.amtivo.uk)



Foreword from the **Group People Director**

Publishing our Gender Pay Gap Report for 2025 feels like an important moment for us at British Assessment Bureau - not simply because it is the right thing to do, but because it gives us a clear and honest picture of where we are today.

Our data shows that the gap we have is structural rather than a pay fairness issue. Men and women doing the same jobs at the same level are paid equitably. The difference arises from how our workforce is currently composed - with women more represented in our lower-paid roles and men more prevalent at senior levels. It is a pattern we see across many organisations, and one we are committed to addressing over time.

Understanding that distinction helps us focus our energy in the right place. The work ahead is about creating genuine opportunity for everyone - making sure that career pathways are clear, that progression is accessible regardless of how someone works, and that the routes into our more senior roles are open to all. We have already started that work, and we are proud of the steps taken so far. There is more to do, and we approach that with a real sense of purpose rather than obligation.

We look forward to sharing our progress with you in the years ahead.

Gabby Smith
Group People Director
Amtivo Group



Our commitment to **fairness and opportunity**

It is important to reinforce two key points:

- 1. This report reflects the results for British Assessment Bureau only.**
- 2. The gender pay gap does not arise from unequal pay for the same work.**

Our pay structures ensure that men and women performing the same role, at the same level, are paid equitably. The gap reflects the distribution of men and women across different roles and levels within the organisation.

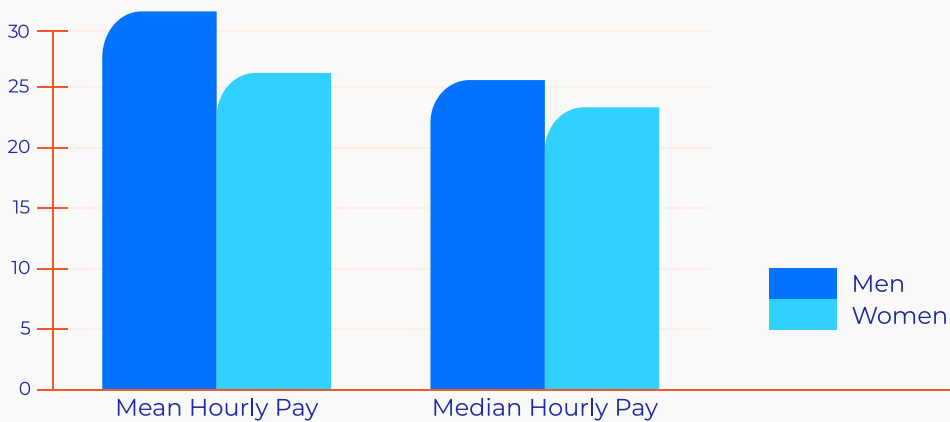


British Assessment Bureau Gender Pay Gap Results

Hourly Pay

Mean hourly gender pay gap: 18% (Men: £32.07 | Women: £26.38)

Median hourly gender pay gap: 8% (Men: £25.77 | Women: £23.72)

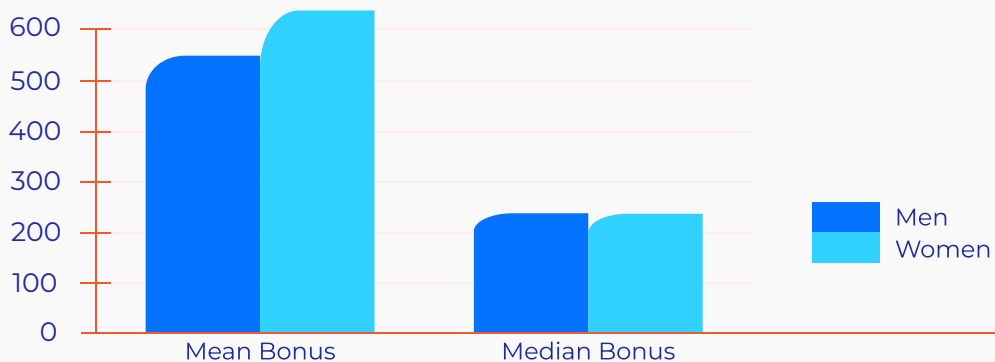


Bonus Pay

Mean gender bonus gap: -19% (Men: £562.80 | Women: £668.09)

Median gender bonus gap: 0% (Men: £231.75 | Women: £231.75)

Proportion receiving a bonus: Men: 80% | Women: 82%



Pay Quartiles

Lower Quartile: 35% men | 65% women

Lower-Middle Quartile: 55% men | 45% women

Upper-Middle Quartile: 57% men | 43% women

Upper Quartile: 55% men | 45% women

Women represent 65% of the lowest-paid quartile — the primary structural driver of our pay gap. Representation across the upper three quartiles is broadly balanced at 43–45% female.

What drives the gender pay gap at **British Assessment Bureau**

Our analysis shows that the gender pay gap is driven by the structure of the workforce, not by unequal pay for equal work.

Key factors include:

Representation patterns:

Women are more represented in lower-pay quartiles, while men hold more senior and higher-paying roles. This accounts for the majority of the hourly pay gap.

Bonus structure:

Bonuses are awarded as a proportion of individual performance and salary. Higher-paid roles (where men are more represented) attract higher average bonus values, driving the mean bonus gap.

Benefits in Kind (BIK):

The -19% mean bonus gap in favour of women reflects strong individual performance by women across our workforce. The 0% median confirms equal access to bonuses at the midpoint.



Our actions to **reduce the gap**

British Assessment Bureau is already taking several important steps to strengthen fairness in recruitment, improve transparency in progression and support long term development. These actions reflect our commitment to reducing the structural factors behind our gender pay gap.

1. Fair and inclusive recruitment

British Assessment Bureau has introduced a range of measures to enhance equity in hiring, provide greater clarity around career progression, and create more opportunities for ongoing professional growth.

- Reviewing job descriptions and advertisements to ensure neutral, inclusive language.
- Using consistent selection criteria focused on skills and potential.
- Benchmarking salary offers against reliable market data to ensure fairness across roles.
- Working towards balanced shortlists for senior and technical roles wherever possible.

2. Strengthening Progression Pathways

- Working towards progression pathways and setting expectations across all levels of the organisation.
- Ensuring colleagues working flexibly or part-time have the same access to progression, training and development as full-time colleagues.
- Increasing visibility of career development routes, particularly for women in lower-pay bands.

3. Long-Term Career Development

- Reviewing role and pathway design to ensure progression remains accessible regardless of working pattern.
- Introducing regular monitoring of representation at key career stages to identify and address gaps earlier.
- Increasing transparency around pay, reward structures and how decisions are made.

Our long-term **commitment**

We want British Assessment Bureau to be an organisation where:

- Gender does not influence pay, progression or opportunity.
- Senior roles are accessible to all colleagues based on capability and contribution.
- Reward structures are transparent, fair and well understood.
- Representation becomes increasingly balanced at all levels of the organisation.

We will continue to report annually, track our progress and hold ourselves accountable for making meaningful, sustained improvements to our gender pay gap.

Statutory **declaration**

I confirm that the gender pay gap data contained in this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The snapshot date for this report is 5 April 2025. The data covers all relevant employees of British Assessment Bureau as defined under the Regulations.

Signed:

Tom Crockford

Title:

CFO

Name:

Tom Crockford

Date:

02/04/2026

Note on sign convention

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, a positive percentage indicates that men earn more than women on average; a negative percentage indicates that women earn more than men. The mean bonus gap of -19% therefore indicates that women received higher average bonus payments than men during the relevant period.

Glossary of **Terms**

Gender Pay Gap

The difference in average pay between men and women across an organisation, expressed as a percentage.

Mean Pay Gap

The percentage difference between the average hourly pay of men and the average hourly pay of women.

Median Pay Gap

The percentage difference between the middle hourly pay value for men and the middle hourly pay value for women.

Bonus Gap

The percentage difference in average bonus payments between men and women.

Benefits in Kind (BIK)

Non-cash benefits provided to employees, such as company cars or allowances, which form part of total reward.

Quartiles

Four equal groups of employees ordered by hourly pay, used to show the distribution of men and women across pay levels.

Equal Pay

Men and women being paid the same for performing the same work or work of equal value. This is distinct from the gender pay gap.

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