



Pay Gap YoY comparison table



Pay Gap year-on-year comparison table (2022 - 2025)

	Basic Pay Gap – Median (excluding equity partners)					Basic Pay Gap – Mean (excluding equity partners)					Total Cash Pay Gap – Median (including equity partners)					Total Cash Pay Gap – Mean (including equity partners)				
	2022 (incl. in-year increase)	2022 (excl. in-year increase)	2023	2024	2025	2022 (incl. in-year increase)	2022 (excl. in-year increase)	2023	2024	2025	2022 (incl. in-year increase)	2022 (excl. in-year increase)	2023	2024	2025	2022 (incl. in-year increase)	2022 (excl. in-year increase)	2023	2024	2025
Gender	17.0%	18.0%	15.2%	16.2%	14.7%	20.5%	21.4%	18.0%	18.8%	15.3%	20.9%	22.0%	19.2%	19.6%	18.7%	32.1%	33.1%	29.3%	30.7%	29.5%
Ethnicity (ethnic minorities combined)	11.4%	12.2%	13.6%	16.3%	16.6%	15.4%	16.0%	17.2%	19.2%	16.8%	17.7%	18.5%	19.6%	21.3%	22.0%	32.6%	33.7%	33.4%	35.9%	36.6%
Black Heritage											14.8%	16.2%	19.9%	16.7%	16.4%	35.0%	36.2%	35.4%	36.1%	34.9%
Ethnicity (breakdown of additional ONS 5 ethnicity categories)																				
— White vs Asian													18.3%	20.4%	22.5%			32.1%	35.1%	36.6%
— White vs Black													25.4%	24.6%	23.6%			42.2%	43.8%	42.9%
— White vs Mixed													16.9%	17.3%	16.6%			28.6%	28.5%	27.8%
— White vs Other													10.5%	13.3%	8.7%			24.5%	25.8%	24.0%
Disability											9.7%	10.4%	8.1%	5.9%	5.9%	13.5%	13.8%	4.6%	3.4%	4.4%
Sexual Orientation											11.8%	12.6%	10.3%	13.5%	14.1%	10.4%	10.7%	10.0%	17.9%	18.2%
Socio-Economic Background																				
— Professional vs Lower											7.3%	8.1%	6.7%	7.0%	6.6%	-3.2%	-3.4%	-4.3%	-3.7%	-0.9%
— Professional vs Intermediate											5.7%	5.5%	8.0%	9.9%	11.6%	1.4%	1.4%	4.0%	8.0%	8.3%
— Intermediate vs Lower											1.7%	2.7%	-1.4%	-3.3%	-5.6%	-4.7%	-4.9%	-8.7%	-12.8%	-10.0%