



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 <small>(incl. in-year increase)</small>	2022 <small>(excl. in-year increase)</small>	2023	2024	2025	2022 <small>(incl. in-year increase)</small>	2022 <small>(excl. in-year increase)</small>	2023	2024	2025	2022 <small>(incl. in-year increase)</small>	2022 <small>(excl. in-year increase)</small>	2023	2024	2025	2022 <small>(incl. in-year increase)</small>	2022 <small>(excl. in-year increase)</small>	2023	2024	2025
Gender	17.0%	18.0%	15.2%	16.2%	15.7%	20.5%	21.4%	18.0%	18.8%	17.1%	20.9%	22.0%	19.2%	19.6%	19.8%	32.1%	33.1%	29.3%	30.7%	30.2%
Ethnicity (ethnic minorities combined)	11.4%	12.2%	13.6%	16.3%	18.3%	15.4%	16.0%	17.2%	19.2%	20.0%	17.7%	18.5%	19.6%	21.3%	23.1%	32.6%	33.7%	33.4%	35.9%	37.8%
Black Heritage											14.8%	16.2%	19.9%	16.7%	17.9%	35.0%	36.2%	35.4%	36.1%	36.8%
Ethnicity (breakdown of additional ONS 5 ethnicity categories)																				
– White vs Asian													18.3%	20.4%	23.4%			32.1%	35.1%	37.7%
– White vs Black													25.4%	24.6%	24.8%			42.2%	43.8%	44.9%
– White vs Mixed													16.9%	17.3%	17.8%			28.6%	28.5%	29.0%
– White vs Other													10.5%	13.3%	9.6%			24.5%	25.8%	25.9%
Disability											9.7%	10.4%	8.1%	5.9%	5.2%	13.5%	13.8%	4.6%	3.4%	4.2%
Sexual Orientation											11.8%	12.6%	10.3%	13.5%	15.2%	10.4%	10.7%	10.0%	17.9%	18.9%
Socio-Economic Background																				
– Professional vs Lower											7.3%	8.1%	6.7%	7.0%	6.8%	-3.2%	-3.4%	-4.3%	-3.7%	-0.8%
– Professional vs Intermediate											5.7%	5.5%	8.0%	9.9%	11.9%	1.4%	1.4%	4.0%	8.0%	8.6%
– Intermediate vs Lower											1.7%	2.7%	-1.4%	-3.3%	-5.7%	-4.7%	-4.9%	-8.7%	-12.8%	-10.3%