



# UK Gender Pay Gap Report 2025

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# Our commitment

FE fundinfo is committed to diversity and inclusion. This report presents our UK gender pay gap data as at 5 April 2025. Although our individual UK legal entities remain below statutory reporting thresholds, we have chosen to publish this information to demonstrate our commitment to transparency and accountability. Our commitment to addressing the gender pay gap is grounded in our values of trust, connectivity and innovation, which shape how we build a culture of respect and belonging. We believe that when people feel included and valued, they are more engaged, motivated and empowered to contribute their best work. This sense of belonging not only strengthens collaboration but also drives retention of exceptional talent, ensuring that every employee has the opportunity to thrive.

Building on the insights from our 2024 report, this year's findings reflect the progress we've made and reaffirm our dedication to closing the gender pay gap while sustaining a positive, inclusive workplace for all.



**Kate Scarles**

Chief People Officer,  
FE fundinfo

# Stating the data

Our UK gender pay gap data has been calculated in accordance with the guidelines set by the Government Equalities Office. It is important to distinguish this from equal pay, which under the Equality Act 2010 requires that men and women receive equal remuneration for equal work, including roles that are the same, rated as equivalent, or of equal value.

## UK Gender Pay Gap at FE fundinfo

### MEAN GENDER PAY GAP = 21.0%

The mean pay gap is calculated by subtracting the mean average hourly pay for female employees from the mean average hourly pay for male employees and expressing this difference as a percentage.

**What it means at FE fundinfo:** When comparing the mean (average) hourly pay, women's mean hourly pay is 21.0% lower than men's.

### MEDIAN GENDER PAY GAP = 16.3%

The median pay gap is calculated by subtracting the median female hourly pay from the median male hourly pay and expressing this difference as a percentage.

**What it means at FE fundinfo:** When comparing the mean (average) hourly pay, women's median hourly pay is 16.3% lower than men's.

> See the [EXPLORING THE GAP](#) section of this report to explore these differences



## Proportion of males and females in each quartile band by pay

**Note:** When comparing the mean (average) hourly pay, women’s median hourly pay is 16.3% lower than men’s.

Quartile	Proportion of males	Proportion of females
Upper	69.9%	30.1%
Upper Middle	63.6%	36.4%
Lower Middle	50.9%	49.1%
Lower	52.9%	47.1%
<b>TOTALS</b>	59.4%	40.6%

## UK Gender bonus pay gap

**MEAN BONUS GENDER PAY GAP = 42.5%**

The mean bonus gender pay gap is calculated by subtracting the mean bonus for female employees from the mean bonus for male employees and expressing this difference as a percentage.

**MEDIAN BONUS GENDER PAY GAP = 47.7%**

The median bonus gender pay gap is calculated by subtracting the mean bonus for female employees from the mean bonus for male employees and expressing this difference as a percentage.

> See the [EXPLORING THE GAP](#) section of this report to explore these differences



# Exploring the gap

For us, reporting on the Gender Pay Gap is not just about compliance; it is about creating impact. We believe in using these insights to guide decisions, inspire progress, and build a workplace where equality and opportunity thrive.

## The Gender Pay Gap

- There has been a slight reduction in our mean gender pay gap by 0.4% compared to the previous year, down from 21.4% to 21.0%.
- We have seen a more significant shift in our median gender pay gap compared to the previous year, down from 20.3% to 16.3%.

The reduction in our median gender pay gap indicates greater balance in pay among employees around the midpoint of our pay structure, reflecting progress in representation and equity within mid-level roles. However, the mean gender pay gap has remained steady, suggesting that disparities persist at the highest and lowest ends of the pay scale. This pattern highlights the continued influence of senior leadership positions, which are often higher paid and historically male dominated, as well as lower paid roles on the overall average.



## Gender by pay quartile band

In 2025, we observed a positive shift towards greater gender balance across pay quartiles compared to 2024.

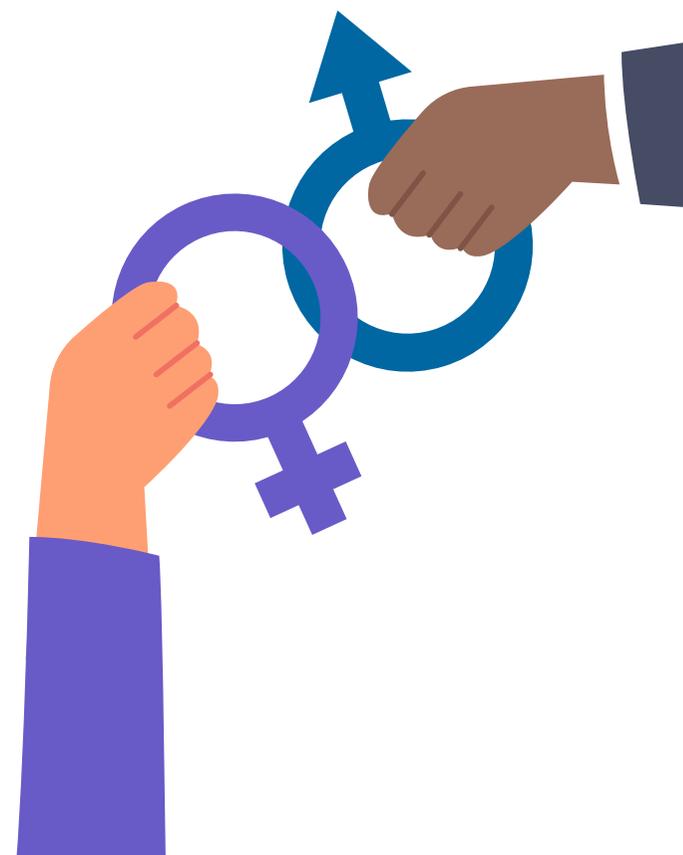
- **Upper quartile:** Female representation increased from 27.3% to 30.1%, showing progress in access to higher-paid roles.
- **Upper middle quartile:** Female representation rose from 32.8% to 36.4%, further improving gender balance in mid-to-high level positions.
- **Lower middle quartile:** Female representation saw a slight decrease from 50.8% to 49.1%, indicating a small shift towards more men in this band.
- **Lower quartile:** Female representation improved from 44.8% to 47.1%, reflecting a more balanced distribution at entry-level positions.

Overall, these changes suggest that initiatives aimed at supporting gender diversity in senior roles are having an impact, though continued focus is needed to sustain progress and address areas where representation has plateaued or declined.

## The Gender Bonus Gap

The gender bonus gap has narrowed slightly between 2024 and 2025, indicating incremental progress. The mean bonus gap reduced from 46.6% in 2024 to 42.5% in 2025, while the median gap decreased from 49.3% to 47.7%. Although these improvements are modest, they reflect ongoing efforts to address disparities in variable pay. One of the key drivers of the bonus gap is the higher proportion of men in commission-based roles, which typically attract larger variable pay opportunities.

The proportion of employees receiving a bonus remains high for both men and women, with the gap narrowing compared to 2024. In 2025, 89.8% of men and 88.5% of women received a bonus, compared to 93.3% of men and 83.7% of women in 2024. This improvement reflects greater parity in bonus eligibility, although a small difference persists.



## Gender split by role level

The below table shows our UK population by gender and role level for reference when considering our gender pay gap data.

Role Level	Male		Female	
	Headcount	Percentage	Headcount	Percentage
Executive Leadership Team	5	62.5%	3	37.5%
Senior Leadership Team	17	58.6%	12	41.4%
Managers	36	67.9%	17	32.1%
All other employees	97	56.7%	74	43.3%



# Fostering diversity & inclusion

We recognise that gender is only one aspect of diversity, and creating an inclusive workplace means embracing and valuing all dimensions of difference.

Our diversity and inclusion strategy is guided by:

- Our senior leaders and overseen by our Board as part of our broader Environmental, Social and Governance (ESG) strategy, we conduct an annual ESG materiality assessment informed by feedback from key internal and external stakeholders. Diversity and Inclusion is an area that continues to be a key strategic priority for FE fundinfo each year.
- Our Diversity & Belonging (D&B) employee resource group, which meets monthly to develop initiatives. These range from how we collect and use diversity data to creating awareness campaigns and engagement activities that promote inclusion across the company. The D&B group also feeds into our Local Leadership groups, helping them understand how they can lead their locations in taking practical steps to encourage diversity and inclusion within their specific locations.
- All employees through our company-wide Employee Voice Survey, which serves as a vital tool for understanding how diversity and inclusion issues affect different locations and cultures. This survey provides both qualitative and quantitative insights that guide our strategic direction.



# Bringing our commitment to life

## Reporting on our employee engagement survey

The information and communication sector continues to face challenges in achieving balanced representation, particularly within leadership and technical roles. Improving gender diversity in these areas is critical, as we believe that inclusive teams drive greater innovation, stronger decision-making and improved business performance.

As part of our commitment to addressing underlying factors that influence the UK gender pay gap, we:

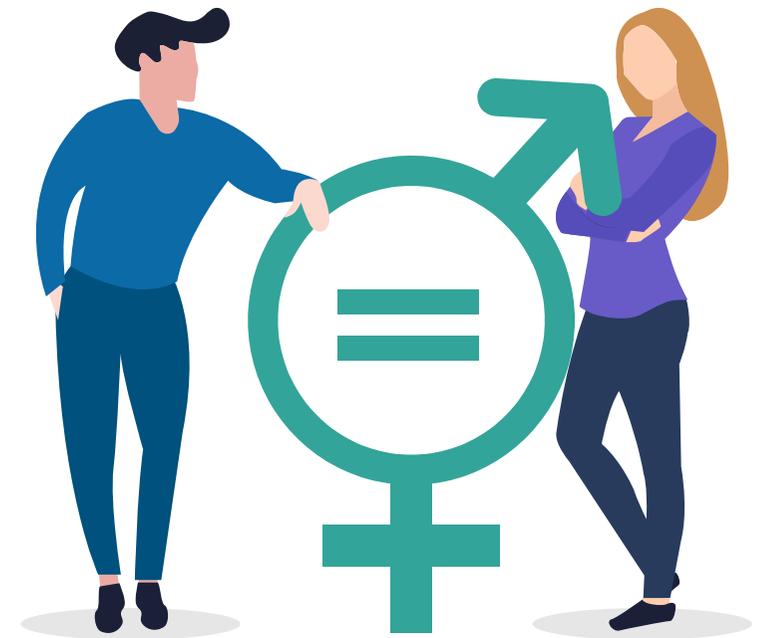
- Introduced mandatory unconscious bias training as part of our annual compliance programme, ensuring all employees complete this training to reinforce inclusive behaviours and decision-making.
- Highlighted the importance and impact of Diversity and Inclusion at global townhalls by sharing key metrics and providing meaningful context to reinforce its value across the organisation.
- Achieved an Employee Net Promoter Score of 50 for Diversity and Inclusion in our company-wide Employee Voice Survey, measured on a scale from minus 100 to plus 100. This represents a 9-point increase from the previous round and signals meaningful progress towards creating a more inclusive workplace.
- Implemented the option for all employees to add their personal pronouns to email signatures. This initiative supports our commitment to creating an inclusive and respectful workplace, helping to normalise conversations around gender identity and reduce the risk of misgendering. By offering this choice, we aim to foster a stronger sense of belonging and reinforce our culture of diversity and inclusion.
- Continue with our structured, consistent and inclusive, approach to recruitment, ensuring every candidate has a fair, transparent experience. Across regions, we typically follow a three-stage process: an initial call with an internal recruiter, a conversation with the hiring manager, and a final interview with a senior leader, sometimes including a short presentation. This approach helps candidates meet a range of colleagues and get a genuine feel for our culture. We also offer adjustments as needed to support an equitable interview experience.

# Conclusion

**While meaningful strides have been made towards creating a more diverse, equitable and inclusive workplace, it is clear that continued effort and commitment are required to achieve lasting change.**

By embedding Diversity and Inclusion into our core practices through robust data collection, harmonisation of roles, targeted training and inclusive initiatives, we are laying the groundwork for a culture where everyone feels valued and empowered.

As we move forward, we remain steadfast in our resolve to address the challenges within our sector, harness the benefits of an inclusive workforce, and set a benchmark for others to follow. Together, we can ensure our organisation not only reflects the diversity of the communities we serve but also thrives because of it.





If you have questions about the report or would like further information, please contact [csr@fefundinfo.com](mailto:csr@fefundinfo.com)

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