

Pay gap trends

Gender pay gap

Year	Mean	Median
2025	1.7%	8.2%
2024	1.8%	10.2%
2023	2.4%	9.9%
2022	3.2%	6.9%
2021	3.8%	6.7%
2020	4.1%	6.7%
2019	4.7%	4.4%
2018	4.8%	5.4%

Ethnicity pay gap 1 – excluding white minorities

Year	Mean	Median
2025	18.5%	19.1%
2024	18.0%	19.8%
2023	16.2%	20.4%
2022	15.2%	15.9%
2021	14.1%	14.6%

Ethnicity pay gap 2 – including white minorities

Year	Mean	Median
2025	15.1%	20.8%
2024	13.8%	19.9%
2023	11.4%	16.2%

Disability pay gap

Year	Mean	Median
2025	6.7%	5.2%
2024	7.7%	6.2%
2023	8.7%	7.6%
2022	5.0%	5.0%
2021	7.0%	6.5%