



IPRS Group Gender Pay Gap Report 2024/25

April 2025

Our Commitment

At IPRS, we report our gender pay gap not only because of the legal requirement but to use the data to drive positive change. We are committed to using the findings to make key strategic decisions that will enable us to close the gender pay gap.

An important part of our strategy is to create a sense of belonging across the IPRS Group where our colleagues feel accepted, valued and included within our culture which includes rewarding our colleagues in a fair and equitable way.

We are wholeheartedly committed to equal opportunities for all colleagues and to addressing the gender pay gap and will continue to strive for a workplace where every individual is recognised and rewarded based on their skill without any bias or discrimination. I am proud of the steps we have taken so far to help ensure that IPRS Group embodies its values as an organisation, however it is clear we are not yet where we want to be and our work in this area continues.

I confirm that this statement is true and accurate to the best of my knowledge and belief.

A handwritten signature in black ink, appearing to read "Martyn Jackson". The signature is written in a cursive, flowing style.

Martyn Jackson
CEO, IPRS Group

Gender Pay Gap Report 2024/25

What is the gender pay gap?

The Gender Pay Gap is a high-level snapshot of pay within an organisation that shows the difference in average pay between women and men across an entire organisation regardless of their role. This is different to equal pay which requires women and men performing the same role to receive equal pay.

All organisations with over 250 employees are legally required to report their Gender Pay Gap each year.

The purpose of the disclosure is to identify the difference in pay between men and women and to share best practice on how the gap can be reduced.

The Gender Pay Gap is not the same as Equal Pay. The Gender Pay Gap is a simple average figure for all employees within the workforce, irrespective of the job

they do. Equal pay ensures that men and women receive equal pay for carrying out the same or equal work.

This report details our gender pay gap results and what we are doing in response to the findings.

How the gender pay gap is calculated?

The figures in this report are based on the snapshot date 5th April 2024 using 6 different measures:

Mean Gender Pay Gap

This is the difference between the mean (average) hourly rate of pay of males and that of females.

Median Gender Pay Gap

This is the difference between the median (middle value) hourly rate of pay of males and females.

Mean Bonus Pay Gap

This is the difference between the mean average bonus pay of males and females.

Median Bonus Pay Gap

This is the difference between the median (middle value) bonus pay of males and females.

Bonus Payments

This is the proportion of males and females receiving a bonus.

Quartile Pay Bands

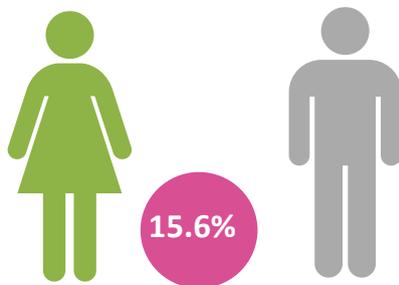
This is the proportion of males and females in the lower, middle, upper middle and upper pay bands.

Our workforce and pay quartiles

IPRS gender pay gap data was collected on the snapshot date of 5th April 2024. At this time there were colleagues within our UK workforce: 361 women (82%) and 80 men (18%). Part of the reporting process requires organisations to divide colleagues into four equal quarters reflecting pay ranges as follows:

	NUMBERS		PERCENTAGES	
	MEN	WOMEN	MEN	WOMEN
Upper quartile	21	90	23%	77%
Upper-middle quartile	21	89	24%	76%
Lower-middle quartile	23	87	26%	74%
Lower quartile	17	93	18%	82%

Our gender pay gap



Mean Gender Pay Gap

To calculate the mean, pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat the calculation for men. The difference between these is the mean gender pay gap.

This year, the mean average hourly pay for women is 15.6% than the average pay for men.

This is a decrease from last year and we remain committed to a range of initiatives to support the continuing trend to reduce the gap.

We have continued the trajectory of significant growth since our last report and even though most colleagues are female, our % of male colleagues is gradually increasing in most quartiles.



Median Gender Pay Gap

To calculate our median gender, pay gap, we rank all our colleagues by their hourly pay. Then we compare what the women in the middle of the female pay range received with what the middle of the male pay range received. The difference between these figures is the median gender pay gap. The median is the most representative measure as it stops a small amount of very high or low salaries skewing the results.

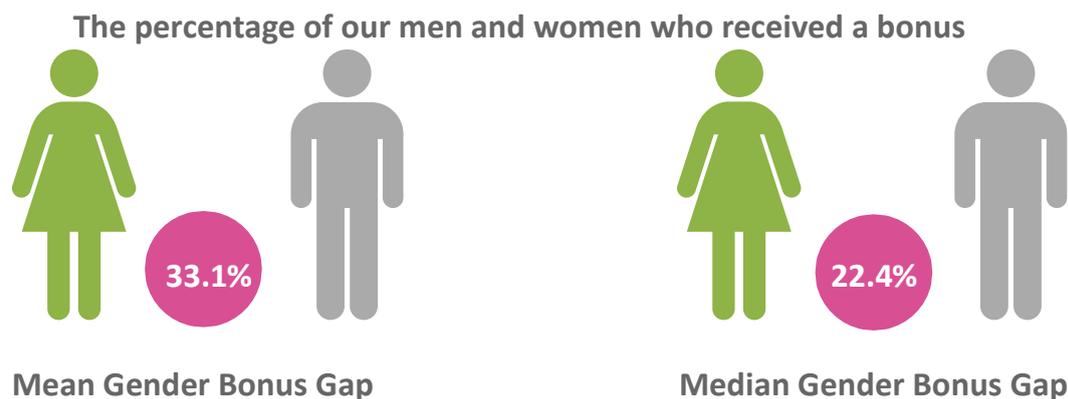
Whilst this figure is lower than the UK national average, we will continue to challenge ourselves to reduce the gender pay gap.

Why is there a gap?

A pay gap exists because of an imbalance in the proportion of men and women across all levels of the organisation. Social pressures and norms influence gender roles and often shape the types of occupations and career paths which men and women follow, which affects their level of pay. Women are more likely to work part time and many of the part time jobs available across the UK are relatively lower paid. At IPRS Group, we predominately receive a high level of female candidates for our entry level roles due to our extensive flexible working opportunities. Women are also more likely than men to have taken breaks from work to raise families or for caring responsibilities that may have affected their career progression or choosing to change roles that offer more flexibility when returning to work after having children. We actively encourage the recruitment of both male and female part time colleagues.

Our bonus pay gap

The bonus pay gap is the difference between the bonus pay or one-off lump sum payments paid to male colleagues and that paid to female colleagues. Only relevant colleagues who received a bonus are included in the calculation.



Despite more women receiving a bonus than men, the bonus pay gap exists because we have more men than women in senior roles with a larger percentage of bonus payable.

The underlying causes of our gender pay gap

A pay gap exists because of an imbalance in the proportion of men and women across all levels of the organisation. Social pressures and norms influence gender roles and often shape the types of occupations and career paths which men and women follow, which affects their level of pay.

Our business relies on part time staff in our junior roles. We find that the applications for these roles are weighted toward female candidates, we are committed to ensuring the best candidate is offered the role so this naturally results in a higher proportion of female in our entry level roles. The follow on from this is an emerging gap in the pay calculation. We must find the balance between being appealing to both genders, without compromising on our attitude of offering the role to the best candidate.

Another contributing factor was the disproportionate representation of men in senior roles. This is something that has improved recently but we acknowledge we have work to do to make sure our female colleagues achieve their career aspirations and/or female candidate are appropriately recognised in the recruitment process.

Our commitment to reducing our gender pay gap

What have we done in the last year to address our gender pay gap?

- We have educated our managers and team leaders on what the gender pay gap is and how they can positively influence it.
- Unconscious Bias is part of our mandatory training.
- We have reviewed our family friendly policies, to encourage more males to up childcare responsibilities.
- We have reviewed our flexible working and carer policies, to help colleagues balance work and caring responsibilities and will continue to support hybrid and remote working in roles where permissible.

Over the next year we will:

Review our reward policy on pay evaluation and bonus payments and carry out regular pay and benefits audits, looking specifically at:

- Starting pay for men and women
- Promotion rates for men and women
- Whether pay gaps exist for part-time workers
- Continue to review our recruitment practices with the aim of:
 - Creating pathways for our female colleagues into senior roles
 - Attracting more males into junior positions

Continue to review our recruitment data so that we can understand how people with different characteristics (including gender) are impacted through our recruitment journey both internally and externally and to act upon findings that might indicate disadvantage or barriers for any particular group.



Feel free to get in touch with us if
you have any questions...

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