

# Softwire 2025 Gender Pay Gap Overview

As predicted, **our Median Gender Pay Gap has narrowed again this year**, from 19% to 17%. Median and Mean profit share gaps have also reduced, however the Mean pay gap has increased from 17% to 18%.

We continue to increase the number of women in our list of highest-earners: **26% of the top quartile and 28% of the top half** compared to 23% and 27% this time last year. Softwire as a whole is now **41% women**, up from 39.5% last year.

We continue to focus our efforts on the biggest diversity issue affecting the tech sector, which is **gender inequality among senior technical roles**. Our strategic objective is **"Building the next generation of female tech leaders"**, and every element of this strategy is currently going well:

- ▶ We are giving more and more women their first job in tech: **77 entry-level dev hires since 2020**, and 18 since April 2024.
- ▶ We have incredibly **high retention rates (97% per year)** among this group.
- ▶ We are providing great opportunities for progression into leadership roles, with 30 of the women hired since 2020 already having progressed to **Tech Lead, Delivery Lead and Senior Developer roles**.

Our experienced recruitment strategy is also contributing to the improved senior gender balance, with women making up **52% of the senior hires we've made since April 2024**.

These are our gender pay gap figures for 2025



## Pay Quartiles Gender Split

Pay Quartiles Gender Split 2024/2025

