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

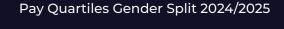


18% Mean hourly pay gap



38% Mean profit share gap

Pay Quartiles Gender Split











2025

2024

70%

68%



Bottom quartile

Softwire