



Gender Pay Gap Statement 2025

Introduction

Since the introduction of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all companies with more than 250 employees are required by law to carry out gender pay gap reporting on a snapshot date each year (5th April).

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

We are pleased to publish our Gender Pay Gap Report for 2024 and confirm that allpay Limited have met the requirement to publicly report our gender pay gap analysis by April 2025.

The key metrics are shown below, and the figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

allpay Limited – Gender Pay Gap

Our gender pay gap has steadily declined over the past four years, reaching its lowest level since reporting began in 2017.

While our figures remain slightly above the national average—13.1% in favour of men (ONS 2024)—the primary driver of our gap is the underrepresentation of women in FinTech, particularly in skilled technical roles. ONS data shows that the median gender pay gap for Programmers and Software Developers is 17% in favour of men. Similarly, at allpay, increasing female representation in these roles remains a challenge due to a limited pipeline of female candidates.

Our median bonus gap continues to favour women, reflecting the fact that commission-based roles are predominantly held by female employees.

Encouragingly, female representation in the upper pay quartile has risen from 34% to 35%, demonstrating our ongoing efforts to increase women in senior roles and maintaining an equal split of male and female executive Board members. Additionally, male representation in the lower pay quartile has increased from 35% to 38%, impacting overall pay gap figures.

Addressing the Gender Pay Gap

allpay's policy and commitment remains consistent:

“We are dedicated to promoting equality of opportunity for all staff and job applicants. We work hard to create a working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We are committed to tackling and eliminating all forms of inequality. Stopping short of positive bias, our strategies and focus will always be on ensuring we have the best person for the role, no matter what their gender.”

We continue to support ALL employees through:

- A transparent job evaluation process
- Training and coaching for hiring managers to ensure fair recruitment
- Equal access to learning and development opportunities
- A flexible working policy, accessible and promoted to all employees
- Our award-winning Team Leader Programme for aspiring managers
- Coaching and Mentoring programmes

Our long-term strategy focuses on increasing female representation in technical roles. Over the past two years, we have expanded our outreach in schools, promoting STEM careers and raising awareness of opportunities in FinTech. Our Work Experience Programme offered nearly 20 placements last year, with an increased focus on IT and technical roles.

Alongside our Apprenticeship and T-Level Programmes, these initiatives aim to challenge industry stereotypes and build a more diverse talent pipeline.

Overall, we are making steady progress in closing the gender pay gap by improving representation in technical roles, supporting career development and increasing the female representation in senior roles.

2024

Difference in hourly rate of pay – mean	8.5%
Difference in hourly rate of pay – median	14.3%
Difference in bonus pay – mean	-25.5%
Difference in bonus pay – median	0%
Percentage of employees who received bonus pay	Males 92.6% Females 92.2%
Employees by pay quartile Upper quartile	Male 65.3% Female 34.7%
Employees by pay quartile Upper middle quartile	Male 59.7% Female 40.3%
Employees by pay quartile Lower middle quartile	Male 55.6% Female 44.4%
Employees by pay quartile Lower quartile	Male 38.4% Female 61.6%



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Head of People

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