

**UK gender**

**pay gap**

**report**

**SB** Simply  
Business

# Change takes time – but I'm proud of where we're heading



There are many measures that guide us in business, and this report is just one indicator of where to focus our energy when it comes to closing the gender pay gap.

Our latest report shows that representation of women in the workplace has continued to improve – and I'm pleased that this is evidenced across all levels of our organisation.

Women represent 47 per cent of our overall workforce, and 50 per cent of our UK management team as of April 2025. And it's encouraging to see our pay gaps remain well below average for our sector.

Despite this, the data shows our mean and median gap has widened slightly. And while this is disappointing, we can take learnings to move us forward.

While we've seen representation of women grow in both senior and junior roles, the pace of change is slower in the upper quartiles. This shows where we need to focus our attention, working to understand the barriers and identifying how we can better support women's careers.

We know there's more to do, we refuse to be complacent, and I'm proud of where we're heading. We want to make sure everyone feels supported – regardless of gender – and that we're creating equal opportunities for progression.

A handwritten signature in black ink that reads "Julie Fisher". The signature is fluid and cursive.

**Julie Fisher**  
UK CEO

# What is the gender pay gap?

The gender pay gap is the difference in pay and bonus between men and women.

# What is an equal pay audit?

An equal pay audit compares the pay of men and women doing the same work within an organisation. It also looks at wider comparator groups including age and ethnicity.



## Why do we do these audits?

At Simply Business, gender equality lies at the heart of our culture and our business strategy. We know that having a diverse workforce makes for a more fulfilling place to work, so it's important that we're constantly assessing our progress in this area.

As part of this, it's vital that we're transparent about where we're improving – and where there's still work to do. It's important that we hold ourselves accountable to our commitment to pay fairly and that we use our data to inform our pay and D&I strategies.

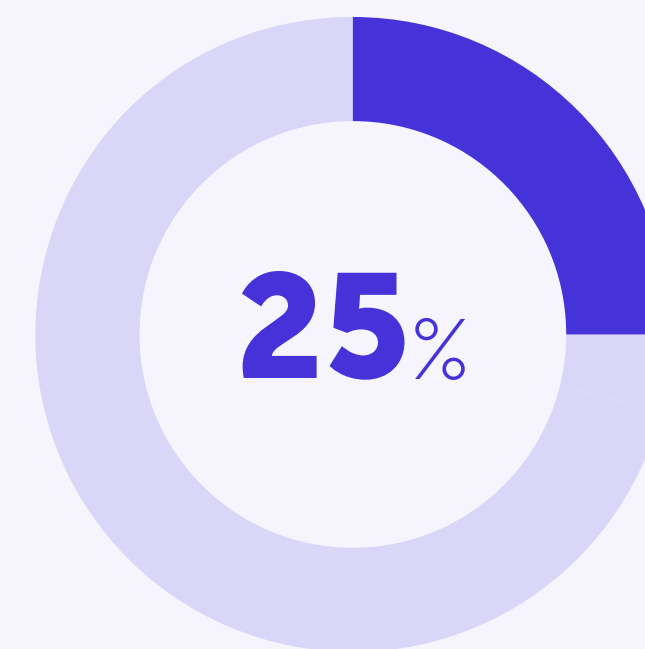
# The mean and median **pay gap**

The mean pay gap is the difference in average hourly earnings between men and women.

The mean gender pay gap for companies within the same sector was 25 per cent in 2025.

The median pay gap is the difference in the midpoints in the ranges of average hourly earnings between men and women.

To get the median wage for women, you take the hourly pay for all female employees, ordering them from lowest to highest. The woman in the middle is the median earner. You'd then compare this to the male median to understand the gap.



is the mean gender pay gap for companies within the same sector as Simply Business

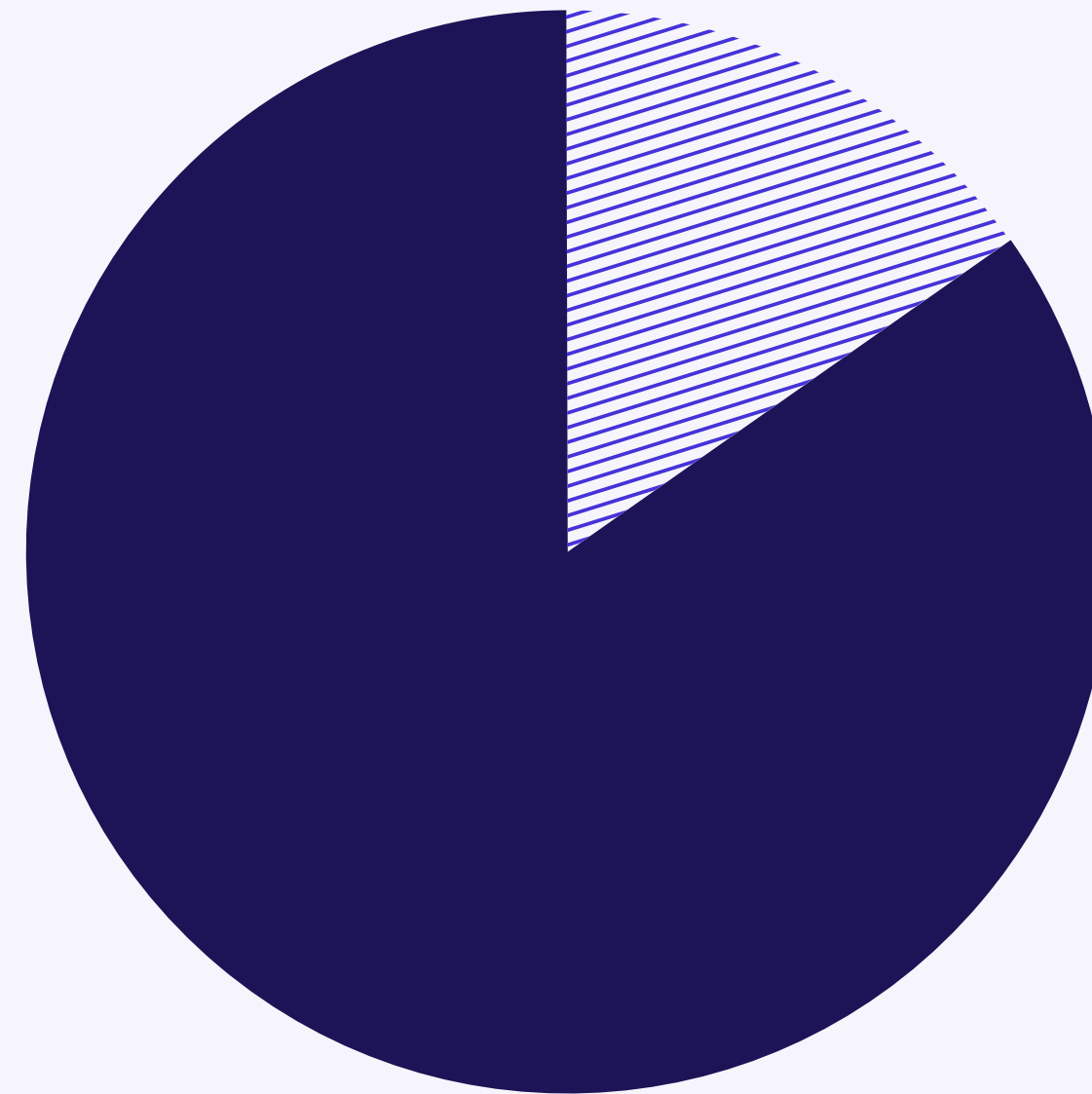
**Our mean gender  
pay gap is 14.8%**

## Our data

Our data is taken from April 2025. At this time, Simply Business included 746 'full pay relevant' employees in this reporting. Women represented 47% of this group.

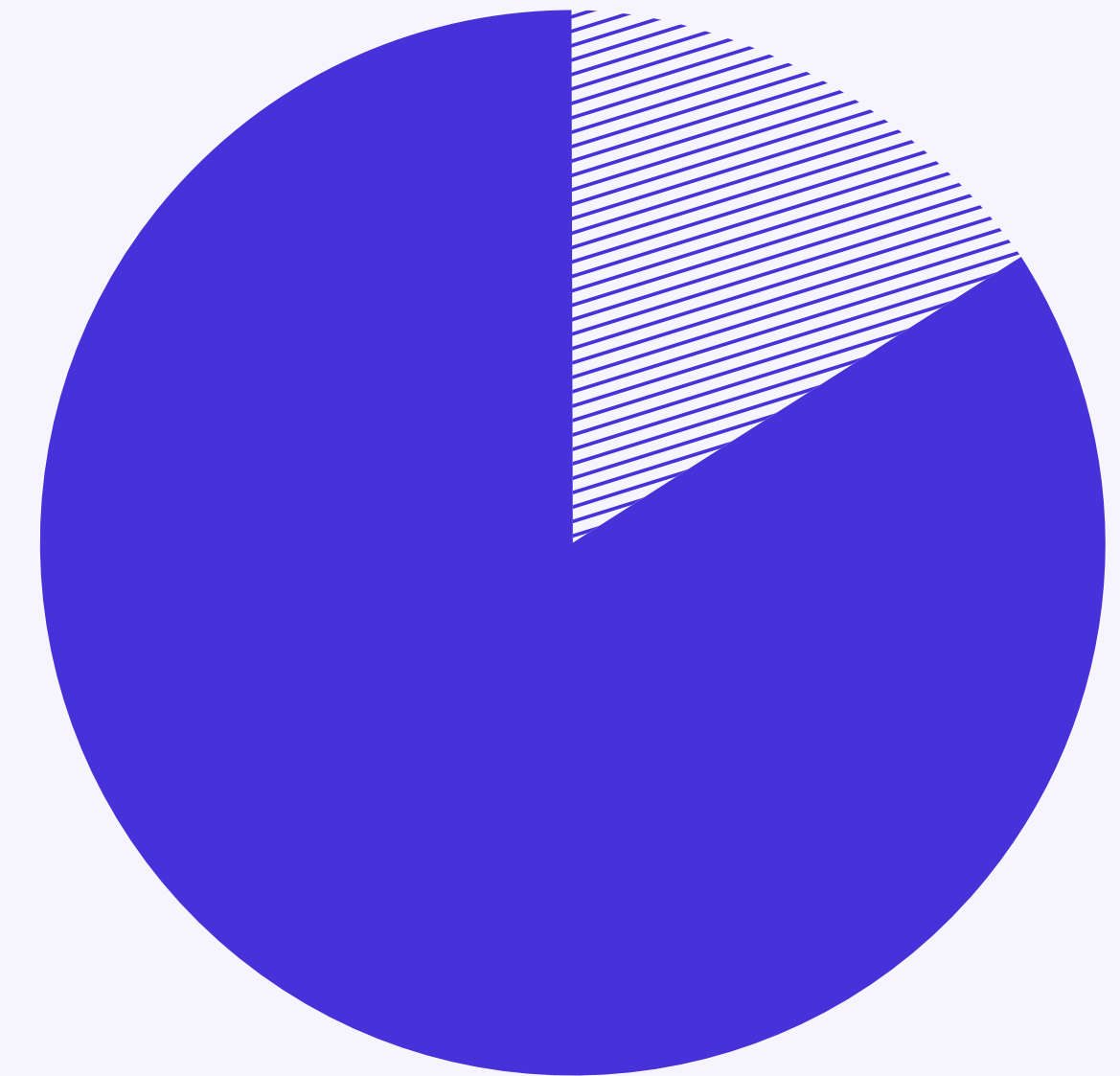
Our mean and median gap have both widened this year. Our analysis shows this to be due to an increase in the numbers of women in the business, but these are in more junior roles in the business.

Whilst this still remains below the benchmark for companies in our sector, this continues to be a focus area for us.



Mean pay gap

**14.8%**



Median pay gap

**18.8%**

	April 2021	April 2022	April 2023	April 2024
Mean pay gap	13.2%	11.2%	9.11%	14.3%
Median pay gap	21.8%	11.3%	12.8%	15.8%



The mean bonus  
pay gap in April 2025

**16.4%**

**The mean  
and median  
bonus pay gap**

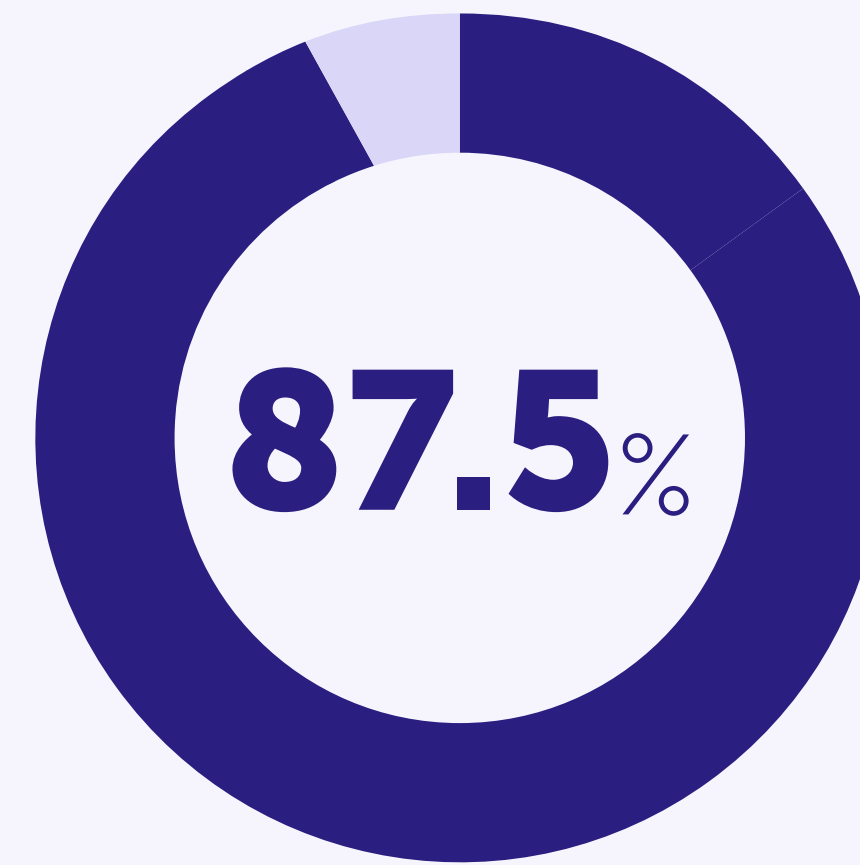
Our mean bonus pay gap continues to close from 29.4% in 2023 and 22.2% in 2024.

The median bonus pay gap in April 2025 is 32.2% which is reflecting a higher proportion of males in the upper paid quartiles of the business.

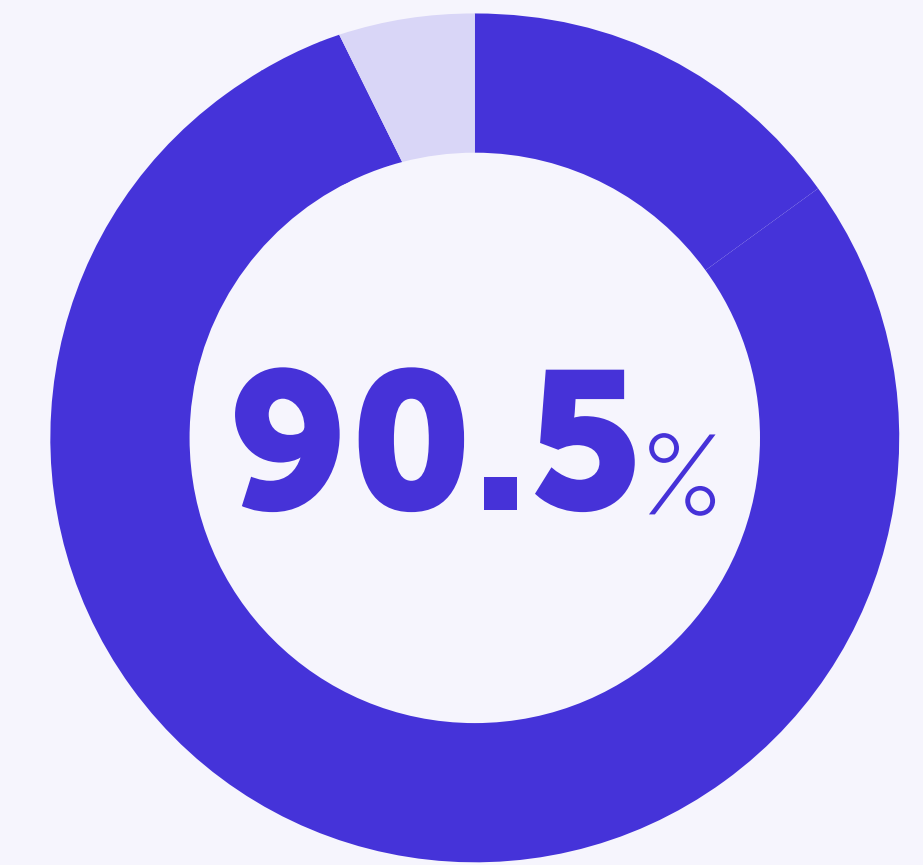


# The proportion of men and women who receive a bonus

All employees at Simply Business are eligible to receive a company-wide bonus. The total number doesn't amount to 100 per cent because new starters only become eligible if they started working on or before 1 October.



of women received a bonus



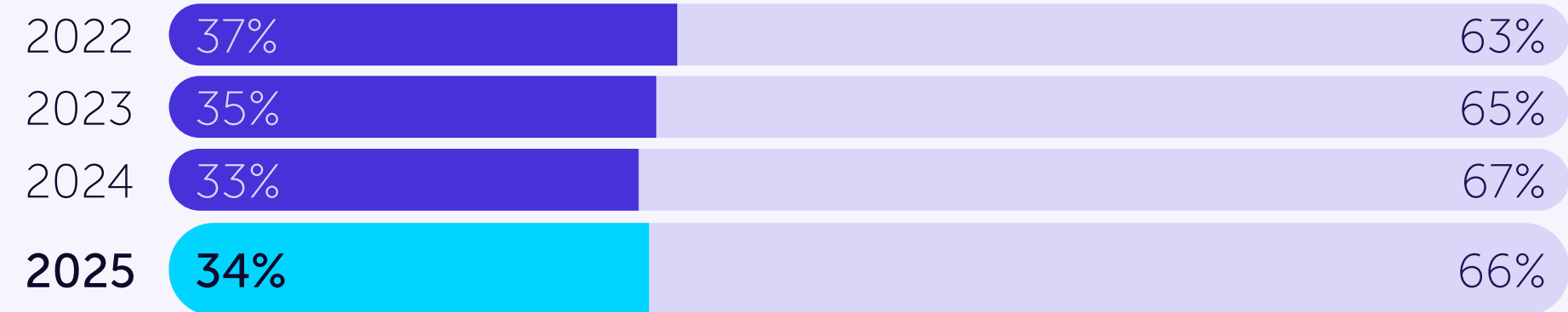
of men received a bonus

	April 2021	April 2022	April 2023	April 2024	April 2025
Male	96%	88%	89%	95%	90.5%
Female	90%	90%	89%	94%	87.5%

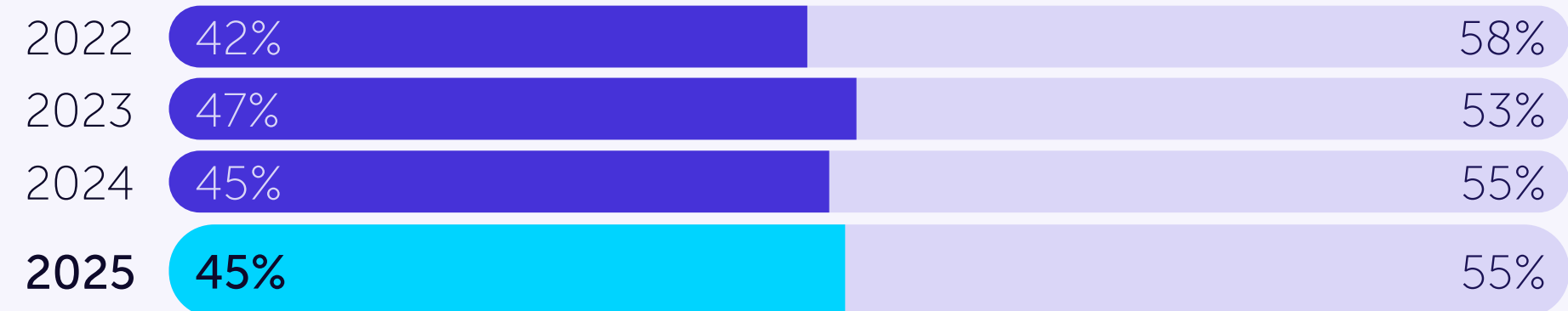
# Pay quartiles

While we're pleased to see the relative equity in more of our quartiles and have increased the number of women in our business, our focus remains on increasing the proportion of women in our most senior roles (the upper quartile).

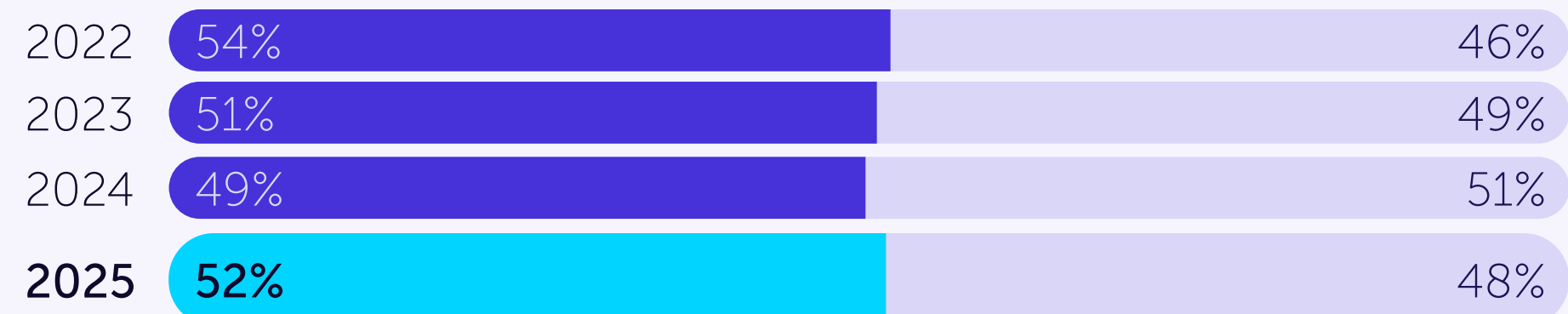
## Upper quartile | Female:Male % split



## Upper middle | Female:Male % split



## Lower middle | Female:Male % split



## Lower quartile | Female:Male % split

