

Gender Pay Report 2026

We present the Geldards' gender pay report for 2026, prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. All figures in this report relate to the "snapshot date" of 5th April 2025.

At Geldards, we are proud to maintain an environment where all employees have equal access to development and progression. Our values reinforce this commitment by ensuring that everyone is respected as an individual, treated fairly and equally, and encouraged to develop and thrive professionally and personally.

We make no distinction on the grounds of gender, race, sexuality, or religious belief, and we are confident that we pay employees fairly for the roles they perform.

Our 2026 Gender Pay Results

This year's results show a mean gender pay gap of 28.57% and a median pay gap of 33.85%. These figures reflect the distribution of roles across the organisation and the higher proportion of women in roles at the earlier stages of our career structure and a higher proportion in support roles.

In relation to bonus payments, 27.5% of men and 22.38% of women received a bonus in the relevant period. The mean bonus gap is 34.27%, and the median bonus gap is 41.46%. These figures are influenced by the relatively small proportion of employees who receive bonus payments and the variation in bonus structures across different teams.

Our pay quartile data shows that women continue to make up the majority of employees in the lower and middle quartiles, with a more balanced distribution in the upper quartile. We remain focused on improving representation at senior levels, ensuring that development pathways and career progression opportunities are accessible to all.

ONS data for 2025 indicates that gender pay gaps across legal occupations such as solicitors and barristers typically remain above the national average. This reflects a familiar sector-wide challenge driven by career progression and seniority structures. Our current gap is therefore consistent with patterns seen across the legal profession. Whilst we are encouraged that the national position continues to improve over time, we recognise that it remains a challenge we must face and improve.



Melissa Moran

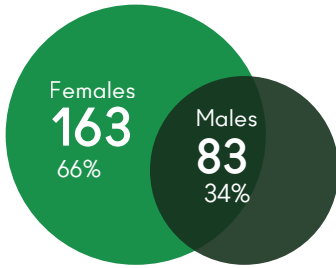
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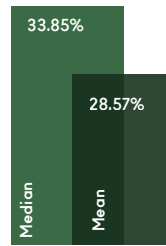
Employees by Gender



Total - 246

Percent of total employees at Geldards by gender, 2025

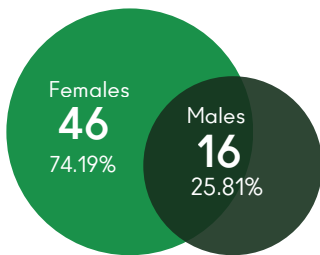
Gender Pay Gap 2025



The mean and median gender pay gap based on hourly rates.

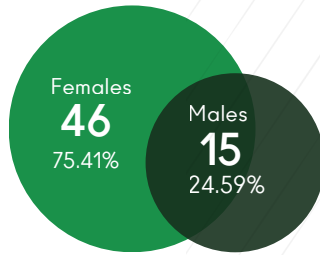
Gender Distribution & Pay Gap by Pay Quartile

Lower Quartile



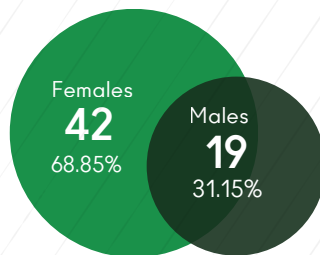
Mean Pay Gap	Median Pay Gap
0.25%	0.57%

Lower Middle Quartile



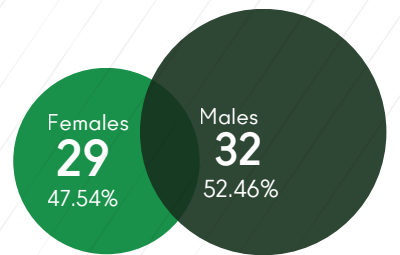
Mean Pay Gap	Median Pay Gap
4.55%	5.06%

Upper Middle Quartile



Mean Pay Gap	Median Pay Gap
6.26%	6.64%

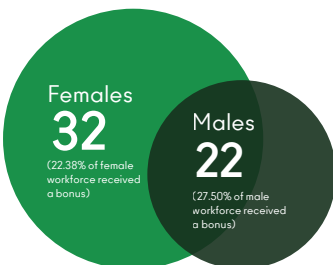
Upper Quartile



Mean Pay Gap	Median Pay Gap
10.62%	8.73%

Bonus Pay Gap

Bonus Paid in 2025 by Gender:



Mean Bonus Pay Gap	Median Bonus Pay Gap
34.27%	41.46%

Our Commitment

We continue to take proactive steps to reduce the gender pay gap, including improving succession planning, supporting flexible working arrangements, and offering development programmes to help accelerate career growth. We remain fully committed to being an employer where fairness, opportunity, and equal treatment underpin every aspect of how we work.

Key:

Mean - The "mean" is the most commonly used "average" where all numbers in a range are added together and then divided by the total number of numbers in the range.

Median - The "median" is the "middle" value in a range of numbers. The median is obtained by listing a range of numbers in numerical order from smallest to largest and identifying the middle value.