



# Gender Pay Gap Report

2025

# Why we are reporting our gender pay gap

In 2017 the UK Government introduced gender pay gap reporting, requiring employers who have a headcount of 250 or more on their 'snapshot' date to publish their gender pay gap figures each year.

Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot'. Genomics England's 'snapshot' date is 5 April 2025.

Genomics England is a public authority and is therefore required to report and publish the gender pay gap report by 4 April 2026. The gender pay gap is the difference in average earnings (median or mean) between women and men in a workforce. The gender pay gap is expressed as a percentage of men's average earnings.

This is Genomics England's fourth gender pay gap report and fulfils our reporting requirements. However, reporting our figures is not just about compliance, it is about understanding where we stand, identifying areas for improvement and taking action to reduce inequalities.

## Our 2025 gender pay gap figures

This report is split into 3 sections and sets out the 6 key metrics that are necessary under the rules on gender pay gap reports. These are:

### Section 1:

- The proportion of full-pay men and women in each of the 4 quartile pay bands.

### Section 2:

- The difference in the mean pay of full-pay men and women, expressed as a percentage
- The difference in the median pay of full-pay men and women, expressed as a percentage

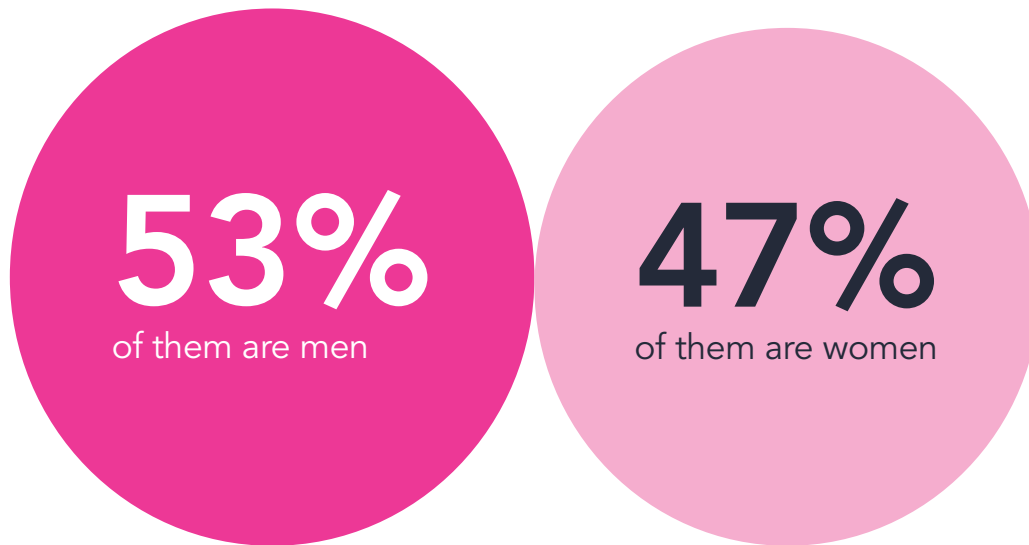
### Section 3:

- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay

**The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.**

## Proportion of full-pay men and women according to quartile bands

On the 'snapshot' date of 5 April 2025, there were 522 people employed by Genomics England and 500 were full time employees (53% men and 47% women).



Our gender pay quartile analysis shows the proportion of men and women across 4 equally-sized pay bands, from the lowest to the highest paid employees.

	Men	Women
Upper quartile	64%	36%
Upper middle quartile	64%	36%
Lower middle quartile	49%	51%
Lower quartile	37%	65%

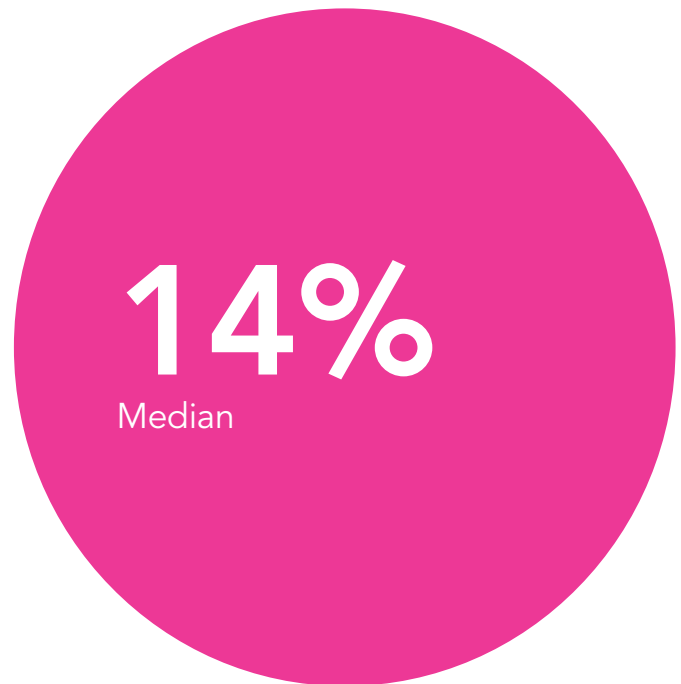
The results indicate that a higher proportion of men are represented in the upper quartiles, while women are more heavily concentrated in the lower quartiles. This distribution reflects an imbalance in how men and women are spread across different levels of pay within the organisation and is a key factor contributing to our overall gender pay gap.

# Pay gaps

## Median gender pay gap

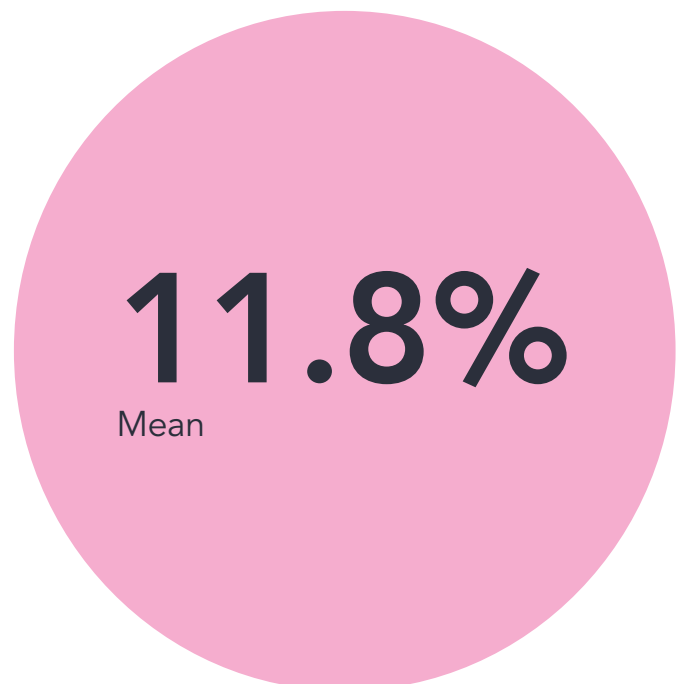
### Median gender pay gap

To calculate our median gender pay gap, we first rank all our people by their hourly pay, and then compare what women in the middle of the women's pay range received with what men in the middle of the men's pay range received. The difference between these figures is the median gender pay gap. This year the women in the middle of the women's pay range received 14% less than the men in the middle of the men's pay range. This median gap means that for every £1 a man received, a woman received 86p.



## Mean gender pay gap

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap. This year the average pay for women was 11.8% less per hour than the average pay for men. This mean gap means that for every £1 a man received, a woman received 88p.



## Bonus gaps

There are no bonus schemes in operation at Genomics England.

## Our response to the report

The data shows that our gender pay gap has improved, reflecting the positive impact of the steps we have already taken to support fairness, career progression and equal opportunities for all, such as:

- the introduction of clear salary ranges for each role
- structured salary approvals at the point of hire
- regular salary audits to monitor pay outcomes across the organisation
- use of discretionary increases to address gender pay imbalances where they exist

Whilst we are pleased the latest gender pay gap figures highlight encouraging progress, we recognise there is more to do. Therefore, in response to these findings, we are implementing additional targeted initiatives, including:

- further review of our recruitment practices to attract more diverse talent into higher paying roles
- improving female representation in high-paid roles
- supporting career progression and leadership development opportunities for women
- ensuring that flexible working arrangements are accessible across all levels.

By combining these measures with regular monitoring, we hope to reduce imbalances and make sustained progress toward closing our gender pay gap.

