

20 February 2026

PAPER CLASSIFICATION: OPEN

Board of Trustees

GENDER PAY GAP REPORT

(Note by Morna Dason-Barber. If you have any questions on this paper before the meeting, please contact Morna Dason-Barber on +44 (0)7936 341409, or by email mornadasonbarber@theiet.org)

1. Issue

To provide a report to the Board of Trustees about the IET's Gender Pay Gap Report for 2025.

2. Timing

Board of Trustees meeting, 19 March 2026.

3. For Note

The Board of Trustees is invited to note the attached report.

4. Background

4.1. In line with all other UK companies employing more than 250 people, the IET has a legal obligation to publish Gender Pay Report for our UK employees based on a snapshot date of 5 April 2024.

4.2. The report must specify the following key metrics:

- gender pay gap (mean and median)
- gender bonus gap (mean and median)
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

4.3. Alongside these figures, as a charity the IET must also publish a 'written statement'. This statement must confirm that the published information is accurate and signed by an 'appropriate person'. For charities this will be the most senior employee.

4.4. The deadline for publication is 4 April 2026.

5. Key Points

5.1. Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are two different issues:

5.1.1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act.

5.1.2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

- 5.2. Our mean gender pay gap is 23.9% and our median gender pay gap is 23.1%.
- 5.3. The IET pay and mean bonus gaps are primarily driven by the high percentage of men in the top quartile and the high percentage of women in the lower quartile.
- 5.4. Significant focus and actions have been undertaken over recent years to address the gender pay gap. These actions are starting to have a positive impact, as reflected in the latest report, which shows that, in comparison with 2024, our median gender pay gap has reduced by 1.6% and our mean gender pay gap has reduced by 0.8%.
- 5.5. Of note, it is pleasing to see that there is a sustained increase in the number of women at the upper pay quartile, which has increased to 40.8% in 2025 compared to 38.8% in 2024.
- 5.6. It is acknowledged that it will take time to balance the profile of the organisation and ultimately close the gender pay gap and we have set ambitious targets to ensure demonstrable progress is made by 2027 in line with our refreshed people strategy.
- 5.7. The IET Gender Pay Gap Report for 2025, attached as an Appendix, has been approved by the Remuneration Committee and will be published on the IET website on 23 March 2026:

<https://www.theiet.org/about/vision-and-strategy/iet-gender-pay-gap-report/>

6. Risk

There is no additional risk issues related to this report.

7. Resources

There is no additional resource issues related to this report.