

Gender Pay Gap Report 2025



Overview

To increase awareness and improve pay equality, the UK government introduced compulsory reporting of the gender pay gap for organisations with 250 or more employees. As part of this initiative, we are reporting our Gender Pay Gap data in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Shirley Woolham, Chief Executive Officer

Minster Law's Results:

The data below is calculated using data from 5 April 2024.

► Gender Pay Gap

	Median	Mean
Gender Pay Gap	20.44%	15.96%
Bonus Pay Gap	0%	26.6%

► Proportion of males and females receiving a bonus payment

Females	12.06%
Males	13.4%

► Proportion of males and females in each pay quartile band

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Females	62.7%	72.6%	65%	47%
Males	37.3%	27.4%	35%	53%