

# Gender Pay Report (2025 - 2026)

Morgan Hunt's gender pay gap is divided into two sections – its internal employee population for the financial year ending in March 2025 was 110 and the temporary worker population of circa 700, which supplies into its 300 or so predominantly public sector clients.

The gender pay gap in Morgan Hunt's internal employee population is strongly influenced by the salaries and gender make-up of the non-executive board, which itself is comprised of the founders of the business and key investors, all of whom are male. Furthermore, the current composition of the executive board as of the reporting date is predominantly male. Putting aside the non-executive and the executive board, the Morgan Hunt gender pay gap falls from 16.1% in FY25 to 14.1% in FY26.

## Our Candidate Base

We recruit into the following sectors:

- Charity
- Education
- Finance
- Government
- Housing
- Professional services
- Property & construction
- Technology
- Social care

**11.5%**

Our candidate mean difference

**44.9%**

Our candidate population of women occupy the highest paid jobs

## Our Staff

**Excluding the non-executive board**  
the mean difference in pay is

**11.4%**

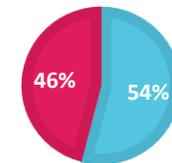
A reduction from 42.2% the previous year

**Excluding the full board**  
the mean difference in pay is

**11.5%**

## Gender Population

■ Male ■ Female



## Actions we are implementing to address our Gender Pay Gap

- We recognise that addressing the gender pay gap requires sustained focus on the structural factors that influence pay outcomes, our actions include:
- Supporting progression and development opportunities to improve female representation in higher-paid roles
- Regularly reviewing promotion, succession planning and talent development processes to ensure fairness and transparency
- The gender pay gap does not account for hours worked, as part of our commitment to working parents and others who have requirements for reduced working hours we monitor the impact of flexible and part time working arrangements on pay progression
- We have also reviewed our performance-related pay and bonus frameworks to ensure they support equitable outcomes.

These will be reviewed and updated on a regular basis – we are hopeful that these measures will lead to a reduction and in time a closing of the Gender Pay Gap in Morgan Hunt.

## Performance related pay

We have competitive sales commission and bonus schemes which are linked directly to measurable performance metrics.



**Daniel Taylor**  
Managing Director