

Gender Base & Bonus Pay Gap United Kingdom

March 2025



Gender Pay Gap Statistics over last 3 years

Table below represents gender base and bonus pay gap statistics for Pearson Great Britain and legal employers with over 250 employees. It also reflects distribution of men and women across our pay quartiles and proportion of men and women received bonuses.

Snapshot date	Legal Employer	Gender Pay Gap		Distribution of men and women across our pay quartiles								Gender Bonus Pay Gap			
		Median	Mean	Lower Men	Lower Women	Lower middle Men	Lower middle Women	Upper middle Men	Upper middle Women	Upper Men	Upper Women	Median	Mean	Proportion of men received bonus	Proportion of women received bonus
5 April 2024	Pearson Great Britain	10%	14%	40%	60%	39%	61%	45%	55%	52%	48%	7%	6%	86%	84%
	Pearson Education Ltd.	4%	8%	40%	60%	38%	62%	39%	61%	46%	54%	3%	3%	95%	95%
	Pearson Professional Assessments Ltd.	1%	13%	55%	45%	44%	56%	41%	59%	61%	39%	71%	70%	52%	50%
5 April 2023	Pearson Great Britain	12%	15%	36%	64%	39%	61%	41%	59%	53%	47%	34%	34%	85%	87%
	Pearson Education Ltd.	11%	11%	33%	67%	34%	66%	39%	61%	47%	53%	19%	20%	90%	91%
	Pearson Professional Assessments Ltd.	(5%)	10%	55%	45%	56%	44%	42%	48%	61%	39%	0%	78%	77%	91%
5 April 2022	Pearson Great Britain	11%	16%	39%	61%	41%	59%	43%	57%	54%	46%	16%	25%	80%	77%
	Pearson Education Ltd.	6%	6%	40%	60%	36%	64%	41%	59%	46%	54%	10%	7%	90%	89%
	Pearson Professional Assessments Ltd.	(3%)	8%	41%	59%	52%	48%	39%	61%	47%	53%	21%	62%	32%	20%