

Howden Group Services

# Gender pay gap report 2024

Our actions to drive change

**HOWDEN**



# Gender pay gap

Since the 2023 report, UK businesses under our Howden Group Services employing entity have seen a significant rise in headcount of 2,049, this means we are reporting of a different population than previous years.

Reducing our gender pay gap is a long-term commitment and will take time – especially in an organisation evolving as rapidly as Howden. Last year alone we grew by more than 2,000 people but sometimes progress in one area can directly impede progress in another.

So while we are delighted a growing number of women are joining us in their early careers, the fact such roles are often in a lower pay quartile, has actually contributed to a rise in the gender pay gap. Nonetheless, the statistics are clear. Those who stay on in our organisation do feel the benefit. An increasing number of women are now reaching the upper middle quartile – moving from 45.8 to 46.3% – while the numbers in the upper pay quartile are steadily growing too from 27.2 to 28.0%.



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I started this company 30 years ago as a place that would let talent from all walks of life shine because that's the only way we'll succeed as a company. Since then, we've worked hard to make Howden the warm and welcoming workplace it is today. Of course, as this report reminds us, there's always more to do. Which is why in 2025 we're going to be moving further and faster to continue opening up opportunity for all.

David Howden  
Group CEO



# Our actions to drive change



We remain committed to reducing our gender pay gap and ensuring that women and men have equal opportunities to thrive at Howden.

Our focus includes:

## 01.

### Supporting early career talent

We will continue investing in our early careers recruitment efforts while ensuring strong career pathways for long-term progression. We recently introduced 70 young women to the world of insurance with an empowering event showcasing the significant impact women are making in the industry.

## 02.

### Partnerships

We are continuing our partnership with Career Returners and the Insurance Family's Network by helping those who have take a career break back into roles that match their skills and experience.

To date we have hired 3 people, we recognise that these initiatives reduce pay penalties, normalize flexible working for all and ensure fair progression.

## 03.

### How to hire the best workshops

Since launching the workshops in 2024, 70 hiring managers have been provided with practical tools aimed to reduce potential bias and embed fairness into our recruitment and selection processes.





### 04. Everywoman

We continue to sponsor the Everywoman in Insurance Forum – bringing together more than 500 women – providing access to role models, fostering discussions, and building supportive networks to encourage the attraction and development of women in insurance.

### 05. Parental leave

We've developed best practice guides for managers and employees to help parents make a smooth transition from parental leave to the workplace.



### 06. Parental buddy network

Our Parents at Work ERG launched Parental Buddy network, to date 55 pairs have been made, helping parents navigate leave, flexible work and career progression. It encourages shared caregivers, reducing bias for mothers and normalising parental leave for fathers.



### 07. Menopause champions

We've have taken steps to improve workplace support with the launch of Menopause Champions across the UK, who serve as advocates and first points of contact, helping to reduce stigma and foster positive change.



# Gender pay gap report

1.3%

The ratio of which Men to Women has narrowed by

This report provides key data for the Howden gender pay gap report 2024.

## + Headcount

Since the snapshot data of the 2023 report, Howden has seen a significant rise in headcount of 2,049.

## + New hires

New hires represent the majority of the additional headcount but also reflects acquisitions who have moved to the Howden entity during the snapshot period.

### Gender split for 2023 and 2024 reports

Year	Women	Men	Total HC
2024	3,841	4,447	8,288
2023	2,809	3,430	6,239
<b>Change %</b>	<b>37%</b>	<b>30%</b>	<b>33%</b>

### Percentage

Year	Women	Men
2024	46.3%	53.7%
2023	45.1%	54.9%
<b>Change</b>	<b>1.3%</b>	<b>-1.3%</b>



# Gender pay

# and bonus gap

These tables show our overall median and mean gender pay gap based on hourly rates of pay at the snapshot date (5 April 2024), as well as the bonus pay gap for the prior 12 months to the snapshot date.

## Gender pay gap

Year	Median	Mean
2024	24.21%	33.31%
2023	17.95%	32.58%
<b>Change</b>	<b>6.26%</b>	<b>0.73%</b>

## Gender bonus gap

Year	Median	Mean
2024	50.01%	67.74%
2023	51.30%	68.93%
<b>Change</b>	<b>-1.29%</b>	<b>-1.19%</b>

The table displays the percentage of men and women receiving a bonus.

### Reduction

There has been an overall reduction in the percentage of colleagues receiving a bonus at the 2024 snapshot.

### Increase

This is consistent with an increase in headcount and reflects compensation practices in the UK&I Retail who represent 56.9% of the UK workforce the snapshot period.

### Gender split of those receiving a bonus

Year	Women	Men
2024	54.75%	59.77%
2023	60.65%	62.65%
<b>Change</b>	<b>-5.90%</b>	<b>-2.88%</b>





# Gender pay



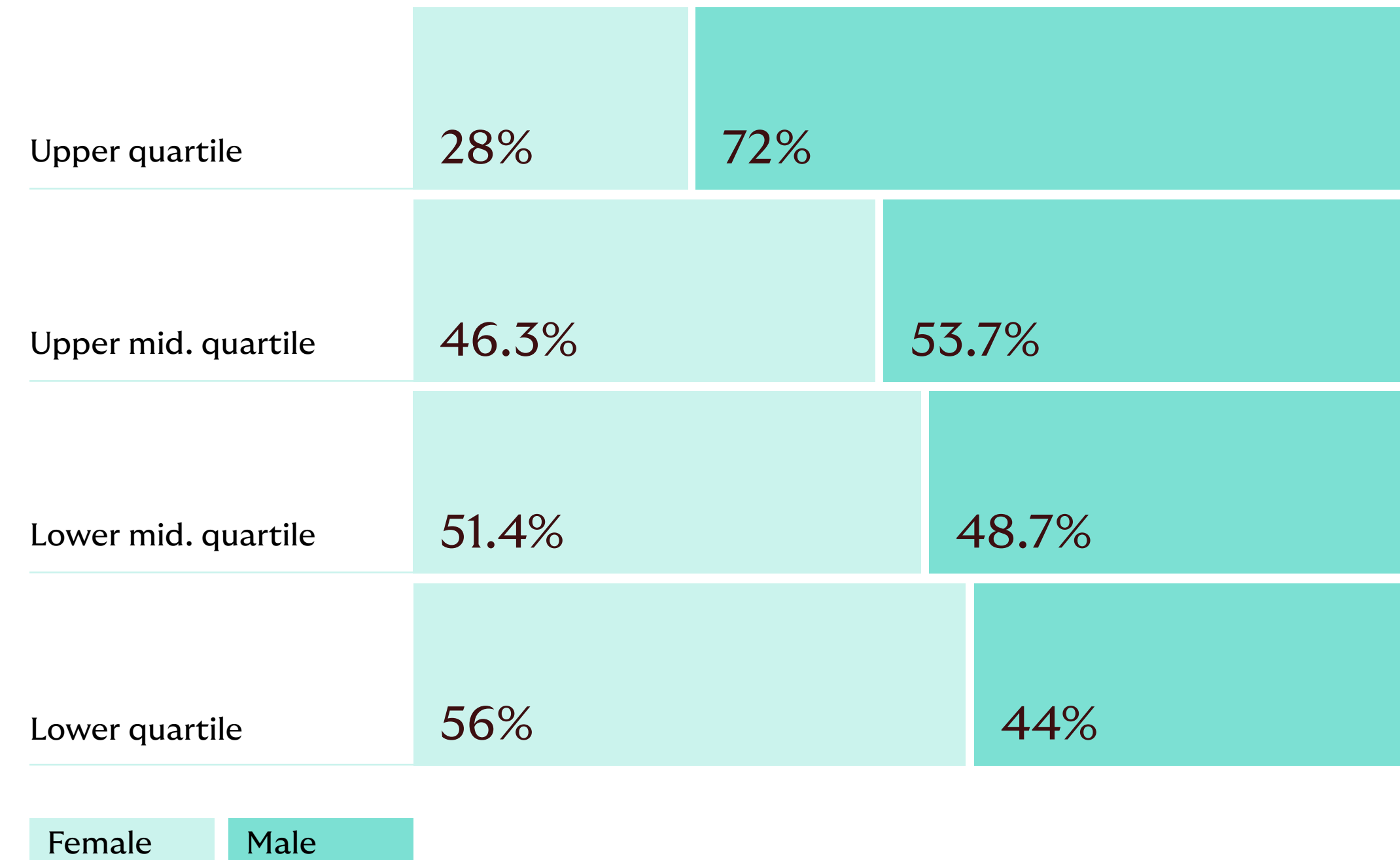
# quartile splits

## Splits

The gender pay quartile splits provide a clear explanation for the gender pay gap data that is being reported for the 2024 snapshot.

## Increase

We have seen increased representation of women in the lower quartile (from 48.4% to 56%). There has also been a slight increase in the number of women in the upper quartile (from 27.2% to 28.0%) and in the upper middle quartile (from 45.8% to 46.3%).





# Looking

# ahead



Reducing our gender pay gap is a long-term commitment, and we recognise that meaningful change takes time.

While the increase in our gap reflects more women represented in the lower pay quartiles, we are confident that our continued focus on development and progression will help drive lasting improvement.

We remain committed to fostering a workplace where everyone has the opportunity to grow, succeed, and be rewarded fairly.



# HOWDEN

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