



AN FTI CONSULTING REPORT – PUBLISHED 2025

# 2025 UK Gender Pay Gap Report

EXPERTS WITH IMPACT™



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Transparency is fundamental to meaningful progress. In this year's gender pay gap report, we continue to incorporate UK data on both our employees and, on a voluntary basis, our Partners<sup>1</sup>. This report provides an overview of our gender pay gap performance across FTI Consulting LLP ("FTI"), the underlying drivers of our results and the steps we are taking to secure meaningful and sustainable improvement.

**Equal pay** refers to the pay difference between men and women who carry out the same or a broadly similar job, perform work that is rated as equivalent, or perform work of equal value.

The **gender pay gap** however, is the difference between the average pay of men and women in an organisation over a period of time.

## 2025 UK Employee Gender Pay Data

Our 2025 employee-specific data (i.e. excluding Partners) shows a slight increase in our gender pay gaps compared to 2024, with a 1.4% rise in the mean hourly pay gap and a 1.8% rise in the median hourly pay gap. Although 90.7% of our women received bonuses — a 0.7% increase on 2024 — our mean and median bonus gender pay gaps widened by 1.8% and 5.3%, respectively.

Gender	Employees		
	2025	2024	YoY Var.
<b>Employees</b>			
% of relevant employees (men)	50.1%	51%	-0.9% pts
% of relevant employees (women)	49.9%	49%	+0.9% pts
<b>Hourly Pay</b>			
% difference in mean hourly pay	25.1%	23.7%	+1.4% pts
% difference in median hourly pay	23.8%	22.0%	+1.8% pts
<b>Bonus Pay</b>			
% difference in mean bonus pay	61.6%	59.8%	+1.8% pts
% difference in median bonus pay	39.4%	34.1%	+5.3% pts
<b>Bonus Recipients</b>			
% bonus recipients (men)	87.9%	90%	-2.1% pts
% bonus recipients (women)	90.7%	90%	+0.7% pts

<sup>1</sup> The term "Partner" refers to those Senior Managing Directors who are also members of our LLP.

2025 UK Employee and Partner Gender Pay Data

When looking at employees together with Partners, our mean and median pay gaps have shifted slightly, increasing by 1.8% and 2.5% compared with 2024. We also saw changes in our bonus pay gaps, with the mean rising by 2.4% and the median by 8.9%. This change helps guide our priorities as we continue advancing our long-term talent ambitions of equitable hiring, advancement and reward.

Gender	Employees & Partners		
	2025	2024	YoY Var.
Employees			
% of relevant employees (men)	52%	53%	-1% pts
% of relevant employees (women)	48%	47%	+1% pts
Hourly Pay			
% difference in mean hourly pay	41.2%	39.4%	+1.8% pts
% difference in median hourly pay	30.5%	28.0%	+2.5% pts
Bonus Pay			
% difference in mean bonus pay	72%	69.6%	+2.4% pts
% difference in median bonus pay	48.6%	39.7%	+8.9% pts
Bonus Recipients			
% bonus recipients (men)	88%	91%	-3% pts
% bonus recipients (women)	90%	91%	-1% pts





# What Impacts Our Gender Pay Gaps and How We Are Addressing Them

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Our total UK-based population of employees and Partners for gender pay reporting is represented by 48% women and 52% men. FTI's gender pay gap in the UK remains largely driven by the continued imbalance of women in senior roles with higher earning potential. Since we started reporting on gender pay gaps for employees and Partners in 2018, we have seen meaningful progress in this area, with women's representation increasing by 7.05% at Managing Director (MD) level and 9.73% at Partner level. However, in 2025, women remain under-represented, accounting for 28% of our MDs and 21% of our Partners in the UK.

FTI remains committed to undertaking rigorous pay equity evaluations throughout the year to maintain equitable compensation for all employees. To build on our progress and improve our gender pay gaps, we are taking further action in four key areas to seek to redress gender imbalance at senior levels:

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## Inclusive and Equitable Recruitment

We are continuing to diversify the sources we use to recruit talented candidates and to integrate inclusive recruitment practices at all stages of the process. In addition to ensuring gender-neutral and inclusive language and requirements in our job advertisements and role requisitions, we have rolled out inclusive recruitment training for our hiring decision makers.

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## Mentoring and Sponsorship

We have put greater focus on retaining and advancing our high-performing women throughout our talent pipeline by enhancing our development offering. This year, we have particularly focused on ensuring our women have equitable access to mentors within the organisation through our Trusted Advisor Mentoring Program, open to all employees. This is in addition to our comprehensive suite of programmes which support women at FTI in advancing toward Partner roles:

- Our **MD Milestone Program** ensures all newly promoted MDs have the tools they need to succeed in their role.
- The **WIN Managing Director Transformational Leadership Program** enables female MDs targeting Partner-level to develop and network with their peers across the globe.
- Our **Managing Director Leadership Forum** connects MDs on the Partner pipeline with senior-level sponsors who can help advance their career.

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## Inclusive Leadership

This year, we have intensified our focus on inclusive leadership skill building, including ensuring our Partner-level sponsors: i) understand where inequities in advancement may exist; ii) build their sponsorship skills to create equitable access to career-advancing opportunities via training; and iii) are held accountable for taking this action through performance reporting.

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## Enabling Flexible and Sustainable Careers

We have enhanced our maternity leave entitlement in the UK to provide stronger support for our working mothers during this pivotal stage of their lives. We complement these benefits with personal coaching for those returning from family leave, comprehensive online parental-planning resources, and a Parents & Carers Network that provides parenting workshops with trained experts and a strong peer-support community.

Alongside our flexible working policy, which enables employees across the UK to manage life and career commitments, our Total Wellbeing benefits offer support for physical health, mental wellness and financial stability.



# Our Commitment

This year's results highlight both the need for, and our ongoing commitment to, building gender-balanced talent pipelines — an essential foundation for sustainably reducing our gender pay gaps over time.

We are seeing meaningful progress, including an increase in the number of women at the consultant, senior consultant, and director levels, where we have achieved gender parity. As we continue to strengthen our female talent pipeline at earlier career stages, our gender pay gaps may fluctuate in the short term; however, we believe that this investment is fundamental to creating the conditions for long-term and meaningful systemic change. Our priority now is to deepen and broaden our efforts to attract, retain and advance talented women into senior roles, establishing pathways that support sustainable progress toward gender equity.

We invite you to review our [Corporate Sustainability Report](#) to learn more about our key people initiatives at FTI Consulting.

We confirm the data reported is accurate.



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