General Pharmaceutical Council

Pay gap report 2026

We are committed to the fair treatment and reward of all our employees. As of April 2026, the GPhC employed 303 people. Our employee headcount has increased since the last reporting period, when we employed 294 people in April 2025.

What is the 'pay gap'?

The pay gap measures the average pay between two comparators (in this case, two classes of gender, and ethnicity).

A pay gap measurement is different to 'equal pay'. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

The information below relates to salary payments. We do not operate a bonus scheme and for this reason, we do not have any figures to report about bonus payments.

Gender pay gap

Analysis of our data for April 2026 shows a mean gender pay gap of 4.8% and a median gender pay gap of 12.4%, in favour of men. We reported the 2025 pay gap as 8% for the mean pay gap and 9% for the median pay gap.

Pay quartile percentages by gender

The graph below shows the percentage of male and female staff in quartile pay bands, where the hourly pay for both men and women is arranged from the lowest to the highest, and then divided as evenly as possible into four sections, or quartiles.

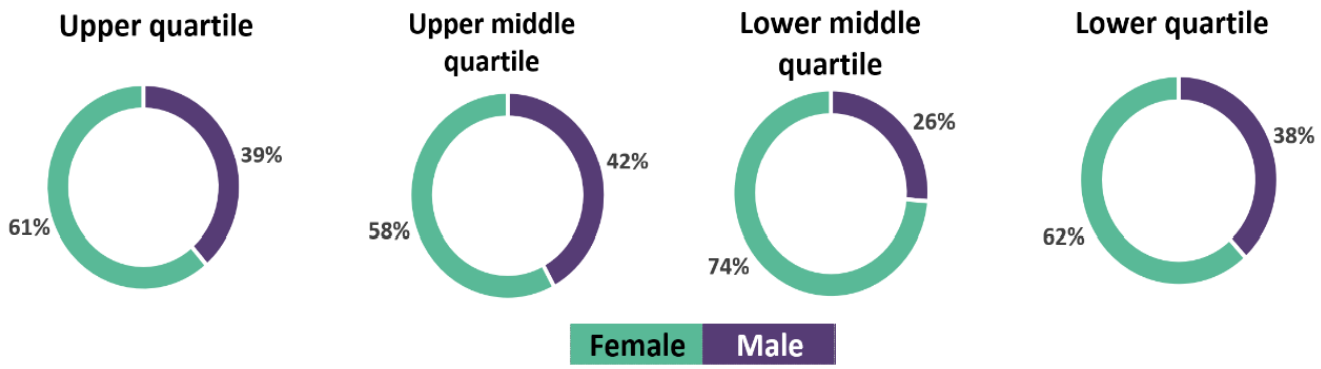


Figure 1: pay quartile percentages by gender

Ethnicity pay gap

For the purposes of this report, although the GPhC headcount was 303 as at April 2026, 10 staff members have declined to state their ethnicity therefore the ethnicity pay gap analysis was gathered from 293 staff members.

Analysis of our data for April 2026 shows a mean ethnicity pay gap of 15.6% and a median ethnicity pay gap of 21.9%, in favour of white colleagues.

Pay quartile percentages by ethnicity

The graph below shows the percentage of ethnic minority and white staff members in quartile pay bands.

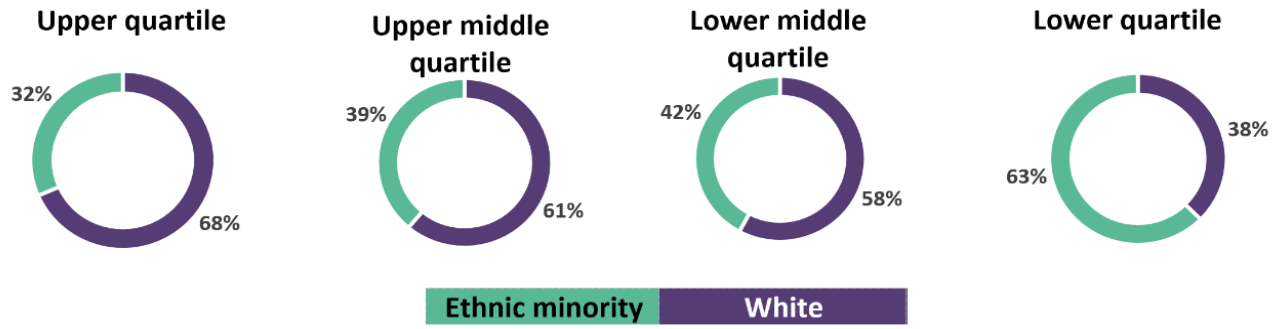


Figure 2: pay quartile percentages by ethnicity

Disability pay gap

For the first time, our report also includes the disability pay gap comparing those who have indicated that they have a disability with those who have stated that they do not.

Analysis of our data for April 2026 shows a mean disability pay gap of 8.7% and a median disability pay gap of 4.4%, in favour of those who do not have a disability.

Pay quartile percentages by disability

The graph below shows the distribution of employees who have declared a disability (31 employees) and those who have not (191 employees) across pay quartiles.

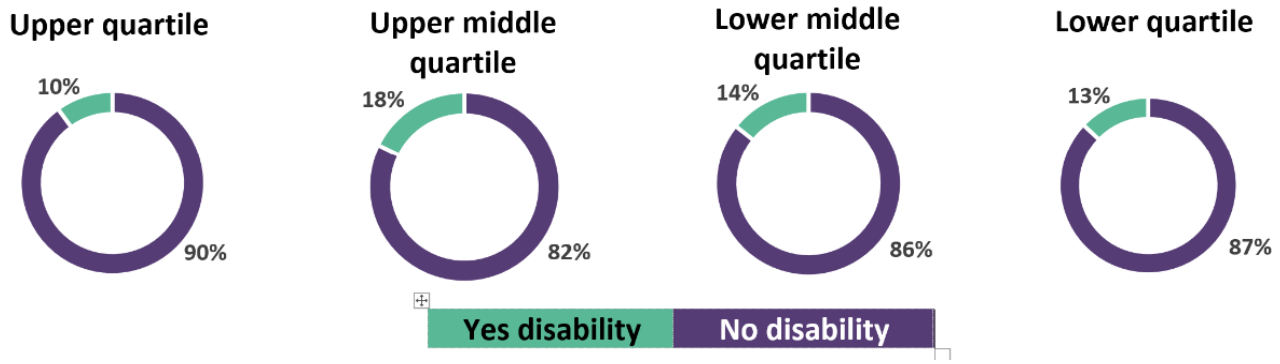


Figure 3: pay quartile percentages by disability