SIP&SAYE 2026
A ProShare Survey

SIP & SAYE *Research*

2025 data | Published 2026

A *new chapter* for industry insight

For almost 30 years, ProShare has brought together industry data to show how SIP & SAYE are operating and evolving. This year, we are excited to be moving beyond a static report. Our new online dashboard and AI-powered search make it easier to explore trends, compare sectors and get to the answers that matter to you. We are enormously grateful to those supporters around the industry who help make this report happen.

The 2025 findings present to a mixed picture: participation has softened and there were fewer new SAYE plans, but the scale of employee ownership remains significant, with more companies offering Free Shares and billions of pounds held or saved through SIP & SAYE. As we launch this new digital approach, we welcome your feedback to continue developing this great industry resource further.

Sophie Altaf
Head of ProShare

Top 10 insights

ProShare

304 — ▲ Up 4.8%

Companies with live SAYE plans.

ProShare view: SAYE remains a key all-employee share plan. The overall number of companies in the survey (319) has stayed the same, but more of those plans are live, which is a positive sign. It suggests companies have not stepped away from SAYE, even if some are still thinking carefully about timing, affordability and how often they launch.

38.95% — ▲ Up 6.96%

SAYE overall participation level, up from 31.99% in 2024.

ProShare view: This is a strong recovery after the reductions we have seen over the last few years. It takes SAYE participation back close to 2021 levels, which is encouraging. Employees are still under financial pressure, so this suggests SAYE can work well where the offer is clear, affordable, and worthwhile.

£114.36 — ▲ Up 5.1%

Average monthly savings on new SAYE grants.

ProShare view: The average saving for new grants has increased, which is positive, but it is not a huge increase. Affordability is clearly still important, so communications need to make the flexibility and the downside protection of SAYE easy to understand.

£177.65 — ▼ Down 1%

Weighted average savings across all SAYE grants.

ProShare view: Overall savings across all SAYE grants have stayed broadly flat. Existing participants seem to be keeping their savings going, even if they are not increasing them by much, which again points to resilience rather than growth.

68% — ▲ Up 3%

Percentage of exercising employees who kept all their shares.

ProShare view: More employees appear to be keeping their shares when they exercise, rather than selling straight away. Some of this may be linked to CGT, but it also supports the wider point that SAYE is not just a savings product. For some employees, it is creating a shareholding they are prepared to keep.

474 — ▲ Up 10%

Companies offering SIP plans included in the survey.

ProShare view: The increase in SIP companies shows continued support for SIP, but the year-on-year comparison needs some caution. Some of the movement may reflect a broader data set rather than a pure change in company behaviour.

£6,871.45 — ▲ Up 8.4%

Weighted average SIP value per participant.

ProShare view: The average SIP value has increased, which is a good reminder of the value employees can build up over time. We should be careful not to overstate the reasons for the increase, as it could be driven by share price movements, ongoing accumulation or changes in the companies included. Even so, it is a useful positive message for SIP.

£92.96 — ▲ Up 5.1%

Weighted average monthly Partnership Share contribution.

ProShare view: Partnership Share contributions have increased, suggesting that employees who participate in the plan are still willing to contribute each month. That is encouraging, but we should look at it alongside participation and withdrawals. Higher contributions from engaged employees do not necessarily mean everyone feels able to participate.

68.3%

Of companies offering Partnership Shares also offer Matching Shares. The most common matching ratio is 1:1 at 39%, with 10% of companies offering 2 for 1.

ProShare view: Matching remains an important part of the SIP offer where Partnership Shares are used. It gives employees something extra for taking part and helps companies add value to the plan without necessarily offering Free Shares to everyone.

299,528 — ▲ Up 95%

The number of participants who made voluntary SIP withdrawals.

ProShare view: This is a significant increase, so it is worth being cautious before drawing too much from the figure alone. It could suggest that more participants are accessing their SIP shares to meet personal financial needs or to diversify their holdings, but it may also reflect better reporting coverage in 2025.

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Using the platform

All ProShare members receive exclusive login credentials to access the report. If you have not yet received these, or are a non-member and would like to purchase the report, please contact: team@proshare.org.

The ProShare digital dashboard is intuitive and easy to use.

On the left side of the dashboard:

- Explore the SIP & SAYE data graphs
- Click on the buttons at the top of the screen, e.g. 'Overview', and you can explore all data graphs
- Click on the left hand buttons, e.g. 'Transfer Options' to see different types of share plan insights.

On the right side of the dashboard:

- Explore the data using AI - ask a question and get an answer.
- Ask any question you like... or click on one of the buttons e.g. 'SAYE Summary' and the ProShare AI will give you an answer immediately... so ask as many questions as you like!

Top 3 benefits

Interact with it

You can slice and dice the graphs any way you like.

Chat with it

Ask a question, and get an instant answer.

Analyse trends

With data from 2015 to 2025.

Example prompts

What are the biggest changes in savings?

PS

What's changed in 2025 from previous years?

PS

How do trends compare across SIP & SAYE?

Thank you to the companies below who have been instrumental in creating this report.

Computershare | EQ | J.P.Morgan WORKPLACE SOLUTIONS | JTC | MUFG | RM2

And a very special thank you to our committee: Cat Rylah, Helen Hopkins, Jennifer Rudman and Michelle Murphy.

ProShare

DATA³

Created with support from Data³
Helping turn survey findings into an interactive dashboard with searchable charts, tables and AI-driven interrogation.

EXIMIA EMPLOYEE REWARD COMMUNICATIONS

Overview designed by Eximia
Turning complex employee share plan insight into clear communications, compelling design and useful tools.