

Pay Gap Data 2024

March 2025



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Pay Gap Data: Gender, Ethnicity & Disability

Organisations with a workforce of over 250 employees are legally required to report their gender pay gap annually. The gender pay gap refers to the difference in average pay between male and female employees. However, we recognise that pay disparities are also influenced by race & ethnicity and disability, and we are committed to understanding and addressing these factors as part of our broader approach to equity and inclusion.

Our report includes the following pay gap metrics:

- Mean pay gap: The difference in the average hourly earnings.
- Median pay gap: The difference in pay between the two middle-ranking employees.
- Proportion of employees in each pay quartile. This calculation splits employees into four equally sized groups based on hourly pay, ranked from highest to lowest.
- Bonus pay gap: Not applicable for The Trussell Trust and therefore not included in our report.

This report is published on both our website and the government's dedicated gender pay gap reporting website. It is important to note that the gender pay gap is distinct from equal pay, which refers to differences in pay between men and women performing the same job or work of equal value.

While current legislation does not mandate race & ethnicity or disability pay gap reporting, we acknowledge that individuals from Black, Asian & ethnic minority backgrounds and disabled employees may face additional barriers to pay equity and career progression. We are committed to exploring and improving our understanding of these disparities and will continue to take steps to promote fairness and transparency across all aspects of pay and progression within our organisation.

A Note on Language: Gender, Ethnicity & Disability

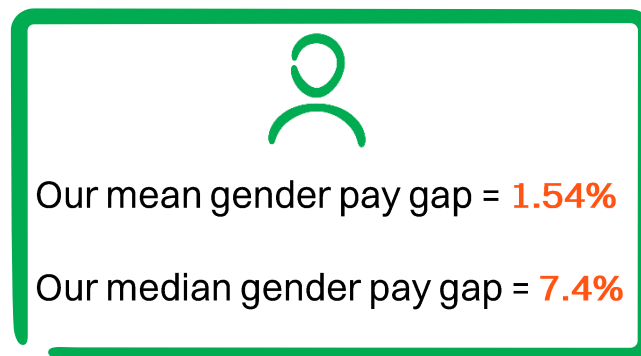
This report uses a binary definition of sex (assigned at birth as male or female) rather than gender, which is culturally and socially determined and expressed through identity, behaviour, and presentation. The regulations require employees to be categorised as male or female based on their legal documents, such as the sex stated on their passport. We acknowledge that some individuals may not identify with either category used in this report and we recognise the diversity of gender identities.

Furthermore, we understand that workplace experiences are shaped not only by gender identity but also by ethnicity, cultural background, and disability. We are committed to fostering an inclusive environment where individuals of all ethnicities, racial backgrounds, and cultural identities feel valued and represented. Additionally, we acknowledge the barriers that individuals with disabilities may face and are dedicated to ensuring accessibility, equity, and meaningful inclusion in all aspects of our workplace.

We will continue to review and refine our policies and practices to support individuals of all gender identities, ethnic backgrounds, and abilities, striving to create a workplace where everyone feels respected, supported, and empowered.

The Data

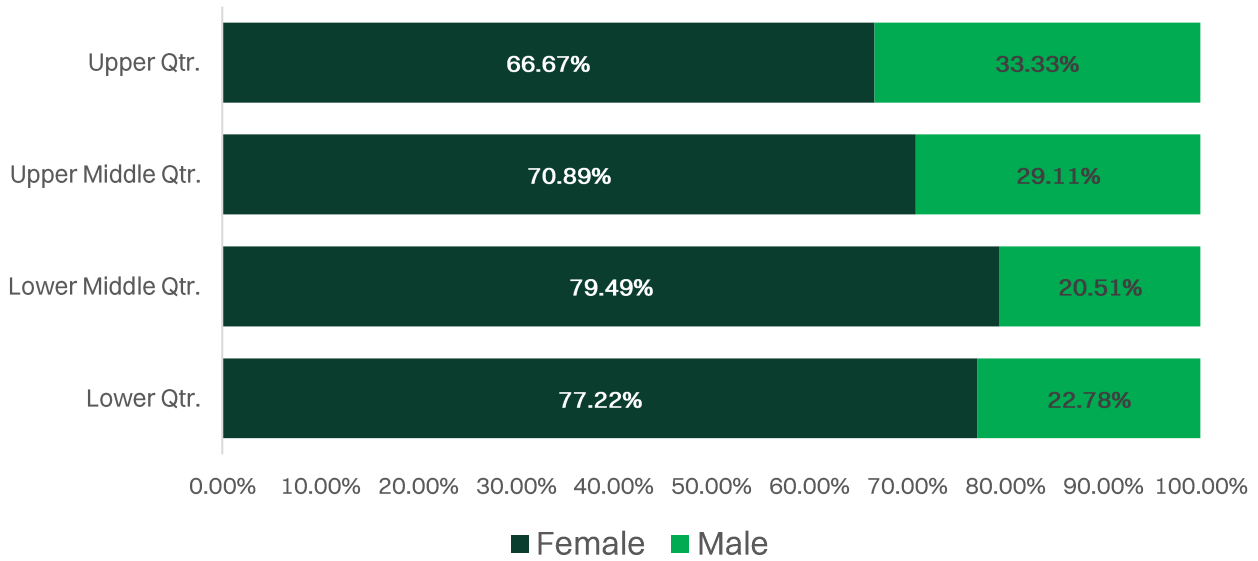
Gender



The mean gender pay gap has increased to 1.54% this year from -0.01% in 2023. This indicates a shift from a slightly favourable pay balance for women to a pay gap favouring men. The median gender pay gap has also widened significantly, now standing at 7.4%, compared to 2.53% in 2023. Our mean and median gender pay gaps are lower than the UK averages, indicating better performance in gender pay equity. However, it's important to note that our workforce is predominantly female, with a 75/25 gender split. While this is consistent within the charity sector, it differs from broader UK trends.

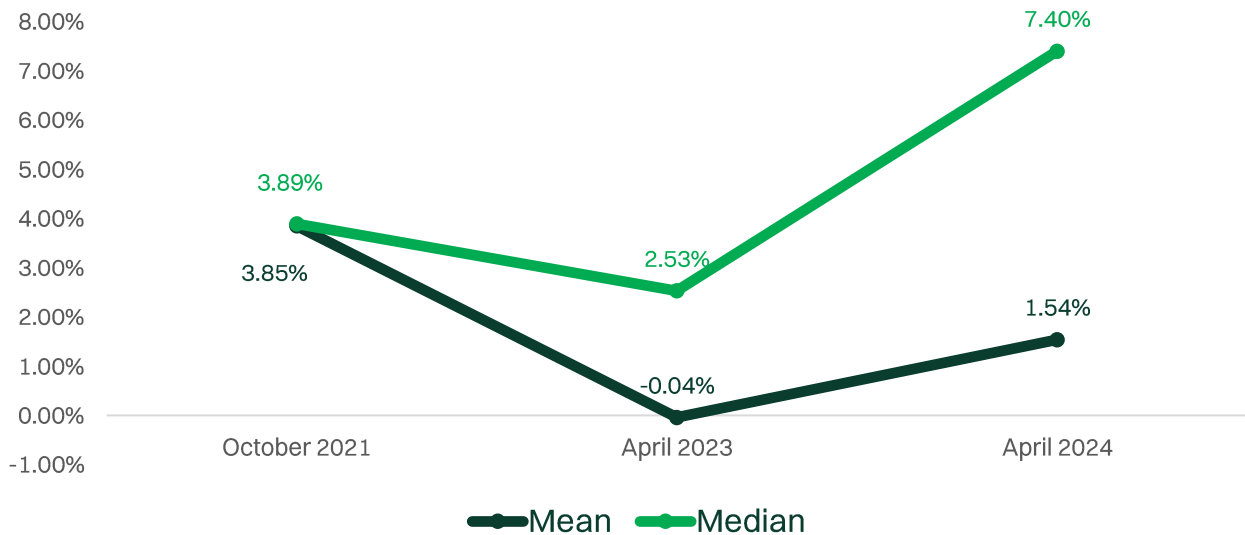
You can see from the chart below; females hold the majority across all four pay quartiles. However, it is encouraging to see male representation in the Upper and Upper Middle quartiles reaching close to 30%. This higher proportion of males in senior roles may explain the 7.4% median gender pay gap, as a greater percentage of the male workforce occupies higher-paid positions, resulting in a higher median figure compared to females.

Gender Representation across Pay Qaurtiles



The chart below shows our mean and median gender pay gaps over time. April 2023 was the first time, as an organisation, we were required to report our gender pay gap. The previous pay review took place in October 2021. Although we were not required to report these figures at that time, it provides a useful visual of how our results have progressed over time.

Gender Pay Gap Over Time



Ethnicity



Our mean race & ethnicity pay gap = **-3.11%**
Our median race & ethnicity pay gap = **0.09%**

Our mean race & ethnicity pay gap of -3.11% indicates that Black, Asian and ethnic minority employees, on average, earn slightly more than their non-minority counterparts—a positive deviation from the national average. However, we should be mindful of the significant underrepresentation of Black, Asian and ethnic minorities within our workforce, with a higher proportion of Black, Asian and ethnic minority employees occupying roles at the higher end of the pay scale, driving this result. The median ethnicity pay gap at Trussell is nearly neutral at 0.09%. This suggests a more equitable pay distribution among ethnic groups within our organisation, though again it is likely influenced by the lower representation of Black, Asian and ethnic minorities.

Across all four pay quartiles (chart below), Black, Asian and ethnic minorities make up less than 10% of the workforce at each quartile. The distribution is fairly equal across the quartiles, with no significant variation in representation between the lower, middle, and upper quartiles. We are aware of the significant underrepresentation of Black, Asian and ethnic minorities in our organisation and are committed to addressing this disparity. We recognise the importance of ensuring fair and equal opportunities for all employees and will continue to work towards improving diversity at all levels within the organisation.

Race & Ethnicity Representation across Pay Qaurtiles



Disability



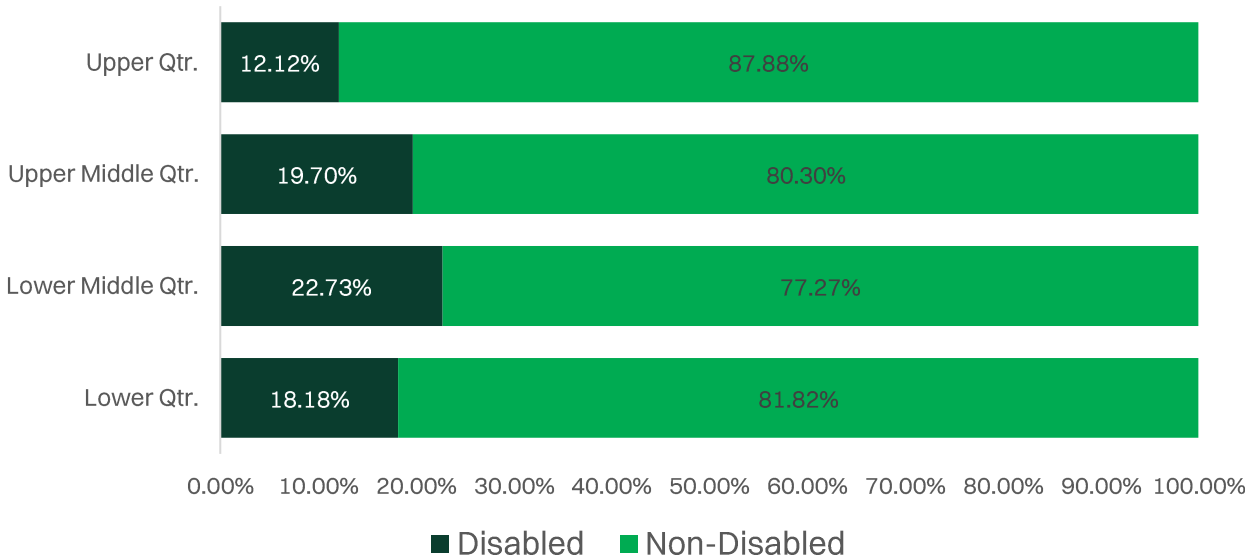
Our mean disability pay gap = **6.35%**

Our median disability pay gap = **4.77%**

Our mean disability pay gap of 6.35% is significantly lower than the UK average, indicating less disparity in pay between disabled and non-disabled employees. The median disability pay gap is 4.77%, also lower than the national average. This suggests that at the median point, our pay distribution is more favourable for disabled employees compared to the national average. With a fifth of our workforce registered as having a disability, our mean and median scores reflect a better than average performance.

Our overall representation of employees with disabilities is in line with the UK national average. The chart below shows a fairly even distribution across all four pay quartiles, with the Lower Middle Quartile exceeding 20%. It is important to note that 60 employees were excluded from the data due to either not being in receipt of normal pay or because we did not have information on their disability status. This represents about a fifth of our workforce, meaning the actual representation of employees with disabilities at each quartile may be higher than the data suggests. We are committed to continuing our efforts to ensure fair and equal opportunities for employees with disabilities and will work towards further enhancing representation and support at all levels.

Disability Representation across Pay Qaurtiles



Methodology

The data in this report has been collected and analysed in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, ensuring compliance with UK government reporting requirements. Payroll data was extracted as of 28 April 2024, including full-time, part-time, and fixed-term staff, with those not in receipt of full pay excluded as per guidelines.

The workforce was divided into four equal quartiles based on hourly earnings to assess gender representation across pay levels. Although bonus pay reporting is not applicable to Trussell, organisations offering bonuses must report the mean and median bonus pay gaps and the proportion of employees receiving bonuses by gender.

The analysis is based on 314 full-pay relevant employees, for gender 10 individuals were excluded due to factors such as maternity or career breaks. The ethnicity analysis covers 287 employees, excluding 37 individuals for similar reasons or where race & ethnicity data is unavailable. The disability analysis includes 264 employees, with 60 excluded due to maternity, career breaks, or unavailable disability data. The snapshot data does not include volunteers, third-party contractors, or food banks within our network, as they operate as independent charities. The Trussell Trust applies a uniform pay scale across the UK, with no geographical variations in pay.

This methodology ensures accuracy, transparency, and alignment with UK pay gap reporting standards, enabling us to track progress and address disparities.

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