

Pay gap data 2025

March 2026



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Introduction

As an employer with over 250 staff, we are required to publish our gender pay gap data. Under the Equality Act 2010, it is illegal to pay people different rates of pay for the same or equivalent work, and equal pay is also a legal requirement. This, however, is not the same as the gender pay gap. The distinction between equal pay and the gender pay gap is explained below.

Trussell exceeded the 250-employee threshold in 2023 and published its first gender pay gap report in 2024. This report builds on that work.

We are also publishing our ethnicity and disability pay gap data again this year, building on the analysis shared previously. Although ethnicity and disability pay gap reporting is not currently required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we wanted to understand whether any significant issues emerged when considering pay gaps linked to ethnicity and disability. It is also likely that the government will introduce mandatory ethnicity and disability pay gap reporting for employers with more than 250 staff. This was a manifesto commitment, and was referenced in the King's Speech in July 2024.

In 2025, the Minister for Social Security and Minister for Equality commissioned a consultation to help shape future policy in this area, including proposals to make ethnicity and disability pay gap reporting mandatory alongside gender pay gap reporting. The proposed methodology mirrors that used for gender pay gap calculations. However, for GDPR and data protection reasons, we cannot publish figures where fewer than 10 individuals fall within a particular ethnic group. As a result, we have used composite ethnicity figures within this report.

As a charity driven by our values of compassion, justice, community, and dignity, we want these values to be reflected not only in our work with food banks and food bank users, but also in our practice as an employer. Pay is a critical component of the overall employee offer, and this report enables us to assess whether there are any areas of concern relating to gender, ethnicity, or disability. Where issues are identified, we are committed to taking appropriate corrective action.

Our pay principles

Trussell's Pay Principles inform all pay considerations, working in close collaboration with our Staff Council, and UNISON, our recognised trade union. The Pay Principles give us a clear and defined approach to pay, that is deeply rooted in equity, diversity and inclusivity (EDI). They guide us by helping to recognise, retain and attract high-quality talent and by paying fairly and competitively, while embedding our values and maintaining our commitment to EDI.

Our Pay Principles are:

1. We pay competitively

We are a responsible employer paying competitively and fairly within the charity sector. We use a robust, industry-leading methodology to define our market to ensure we're aligned with other organisations of similar size, with similar roles.

2. We pay the mid-point in our market

We pay the mid-point (or median) within our market. We are confident this allows us to be a responsible employer, paying fair and competitively, helping us to retain and attract talent. We are a responsible organisation that looks at the cost of living, and applies it where appropriate

3. We are committed to equity

We pay each role a 'spot rate' which means one salary for each role, with no range or room for variance. Pay is not based on performance as this is subjective, which would create inequities. Instead, performance and skills are linked to learning and development, and career progression opportunities. As roles can be based anywhere in the UK, and there is no ongoing requirement to be based in an office, there is no geographical differentiation between roles. We regularly carry out Equality Impact Assessments to ensure there are no unintended consequences of the Pay Principles or HR policies.

4. We are transparent

We are committed to being transparent in how we calculate and talk about pay. We have a defined level and a spot rate for each role. Roles are not recognised just for people management, but also specialist expertise.

A note on language: Gender, ethnicity and 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.

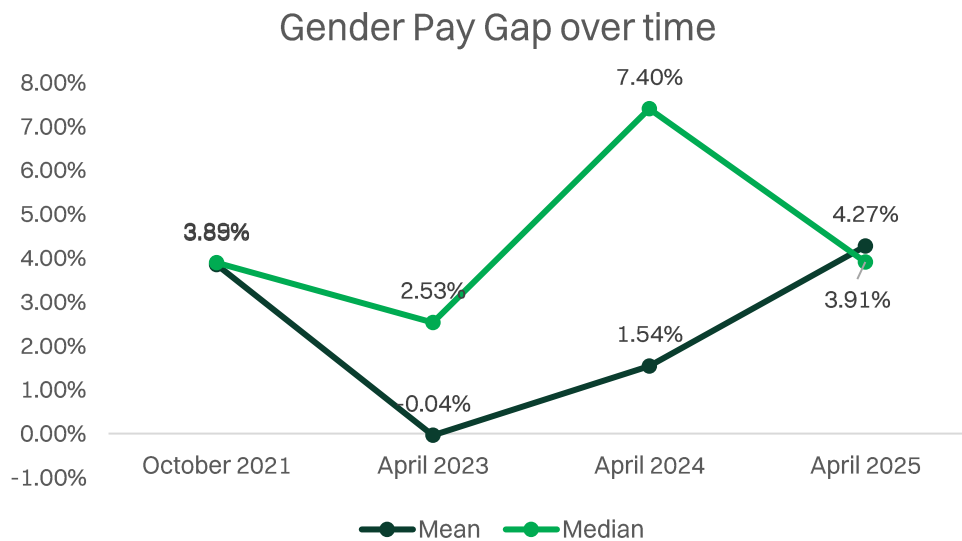
Furthermore, we understand that workplace experiences are shaped not only by gender identity but also by ethnicity, cultural background, and disability. We are committed to fostering an inclusive environment where individuals of all ethnicities, racial backgrounds, and cultural identities feel valued 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 pay gaps

Gender pay gap

Data based on 309 employees, with 11 employees removed due to either not being in receipt of normal pay (family leave) or the data not being known (either blank, or 'prefer not to say')



Gender Pay Gap Analysis (2024 → 2025)

Our gender pay data reveals:

A. Mean gender pay gap

- 2024: 1.54%
- 2025: 4.27%

This reflects a widening of the mean gender pay gap by +2.73 percentage points, indicating that the average male-female hourly difference in our organisation increased year on-year.

B. Median gender pay gap

- 2024: 7.40%
- 2025: 3.91%

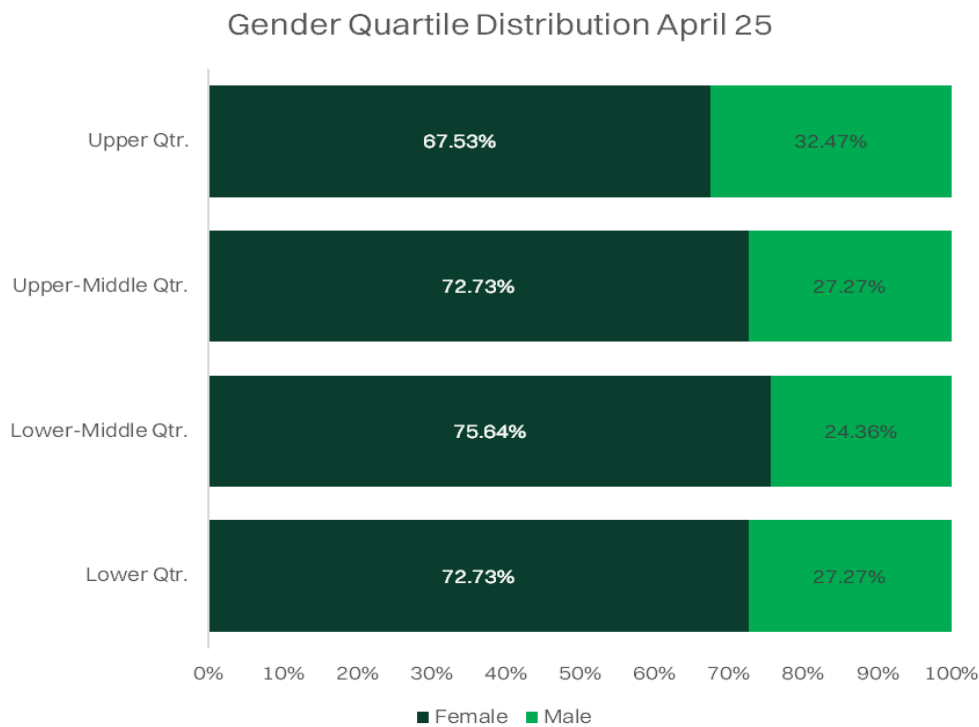
Here the gap reduced significantly, falling by 3.49 percentage points. This suggests that while average (mean) differences grew, typical (median) differences between male and female pay actually narrowed.

C. Interpretation

This *split pattern* – mean widening, median narrowing – often indicates:

- increased male representation in some higher paid roles (impacting mean), - but
- overall earnings distribution becoming more balanced in the mid-range (impacting median).

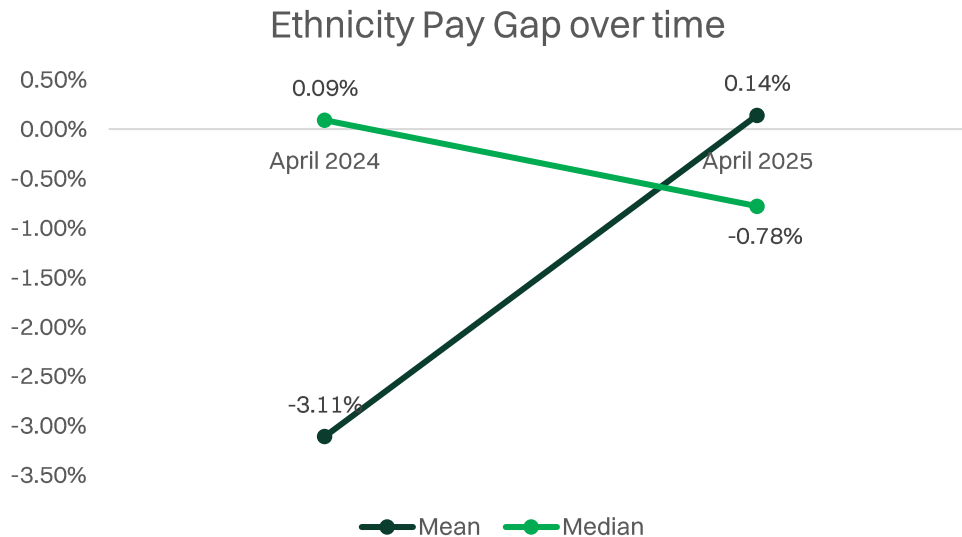
This aligns with broader ONS findings showing the UK gender pay gap narrowing gradually over time, with the median for all full-time employees at 6.9% in 2025.



This chart shows how women and men are distributed across pay bands. Read alongside the 2025 figures – mean gap 4.27% (up from 1.54% in 2024) and median gap 3.91% (down from 7.40%) – the pattern suggests the mean was lifted by representation at the very top end, while the middle of the pay distribution became more balanced. With single spot rates per role and no bonus schemes, quartiles here primarily reflect representation by role level rather than discretionary pay differences.

Ethnicity pay gap

Data based on 297 employees, with 23 employees removed due to either not being in receipt of normal pay (family leave) or the data not being known (either blank, or 'prefer not to say')



Ethnicity pay gap analysis (2024 → 2025)

Our ethnicity pay gap calculations show:

A. Mean ethnicity pay gap

- 2024: -3.11% (ethnic minority staff earning *more* on average)
- 2025: +0.14% (very slight gap in favour of White staff)

This represents a positive swing of +3.25 percentage points, eliminating the minority advantage and nearly reaching parity.

B. Median ethnicity pay gap

- 2024: +0.09%
- 2025: -0.78%

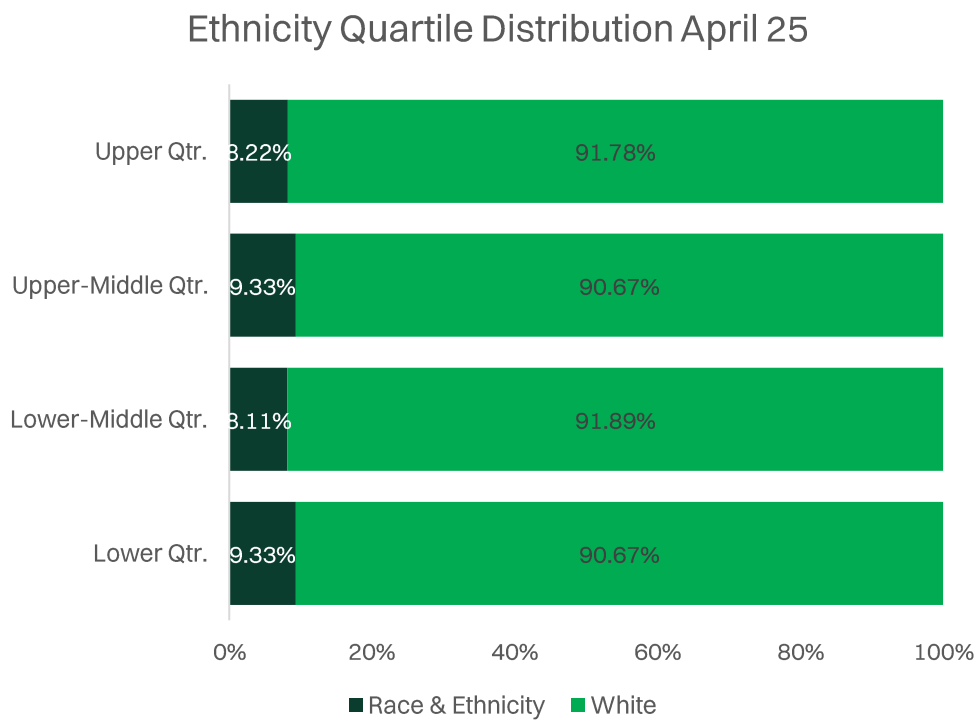
This shift of -0.87 percentage points moves the organisation from a negligible near--zero gap to a small *negative* gap, meaning ethnic minority employees earn slightly more at the median.

C. Interpretation

This data shows:

- a closing and stabilising ethnicity pay gap
- a pattern many employers experience as internal representation rises in higher-paid q-uartiles.

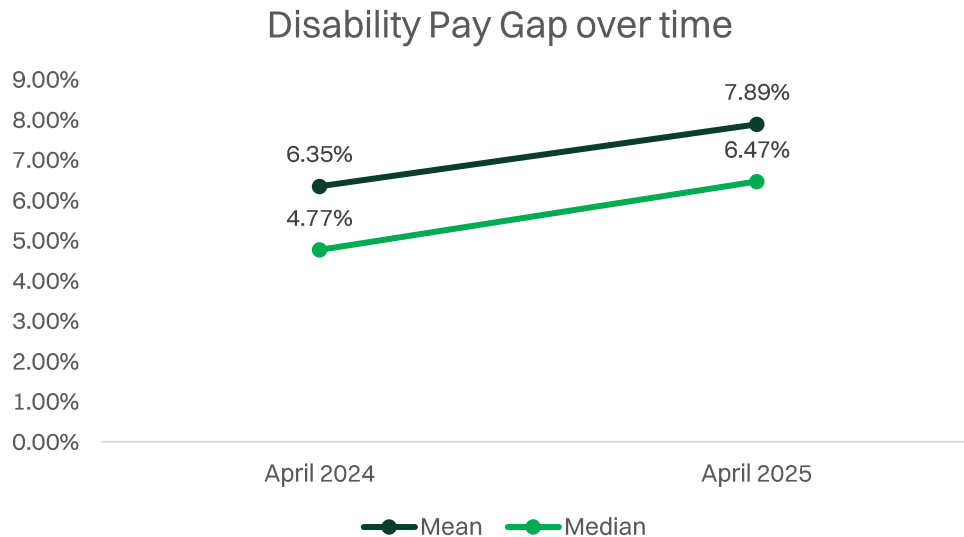
In contrast, national ONS ethnicity pay gaps (latest 2022) remain persistent, with Black employees earning £13.53 vs £14.35 for White staff. Trussell results therefore compare favourably to national trends.



Representation of colleagues from ethnic minority backgrounds is broadly even across all pay quartiles – Lower 9.33%, Lower-Middle 8.11%, Upper-Middle 9.33%, Upper 8.22% – which aligns with the near-parity pay gaps reported in 2025 (mean +0.14%, median -0.78%, vs 2024 mean -3.11%, median +0.09%). Because ethnicity is presented as a composite measure to protect anonymity, this chart illustrates the headline distribution rather than patterns within specific ethnic groups.

Disability pay gap

Data based on 275 employees, with 45 employees removed due to either not being in receipt of normal pay (family leave) or the data not being known (either blank, or 'prefer not to say')



Disability pay gap analysis (2024 → 2025)

A. Mean disability pay gap

- 2024: 6.35%
- 2025: 7.89%

An increase of +1.54 percentage points, showing a widening of average pay inequalities.

B. Median disability pay gap

- 2024: 4.77%
- 2025: 6.47%

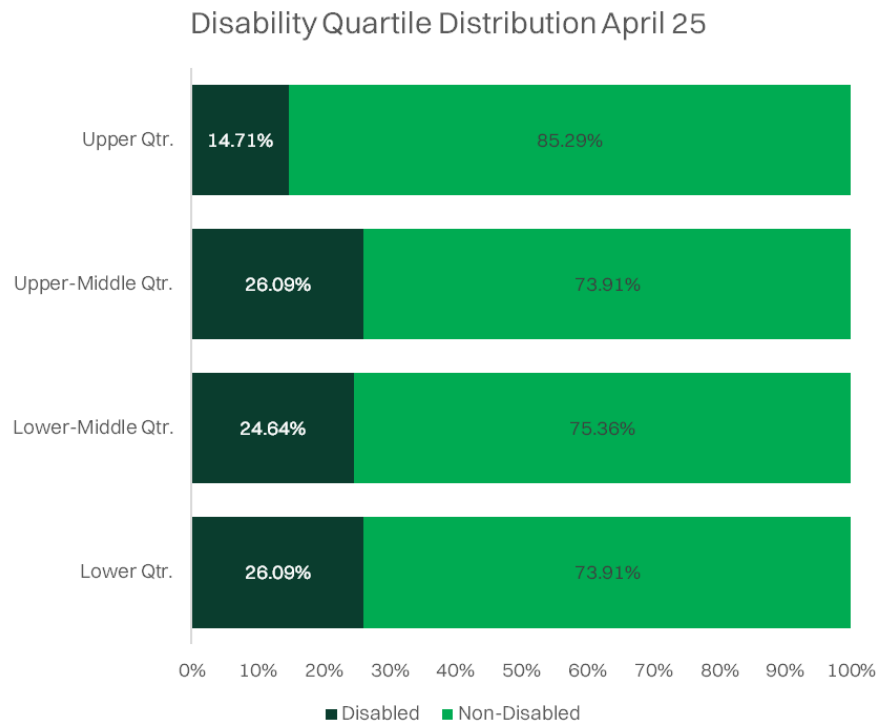
An increase of +1.70 percentage points

C. Interpretation

The disability pay gap is worsening year on- -year, consistent across both mean and median measures.

This mirrors national ONS findings, where:

- the UK disability pay gap sits at 12.7% in 2023 and remains “broadly stable” over time
- Trussell’s disability pay gap is lower than the national average, but the year-on-year direction is negative.



Representation of disabled colleagues varies across the pay quartiles, and this distribution helps explain the widening disability pay gap reported in 2025 (mean 7.89%, median 6.47%, up from 6.35% and 4.77% respectively). Any under-representation in the upper-middle and upper quartiles, alongside higher representation in the lower pay bands, is consistent with the year-on-year increase in both mean and median gaps. This pattern reflects national trends identified by the ONS, where the UK disability pay gap remains persistent.

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 2025, 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 and 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 the Trussell community, as they operate as independent charities. Trussell 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.

Employees are divided into four equal pay quartiles based on hourly earnings, from highest to lowest, to assess representation by gender, ethnicity, and disability. Trussell does not operate any bonus schemes, so bonus pay does not form part of this analysis.

Our report includes the following pay gap metrics:

Mean pay gap: the difference between the average hourly earnings of two groups.

Median pay gap: the difference in hourly pay between the middle-ranking employees of two groups.

Proportion of employees in each pay quartile: employees are split into four equally sized groups based on hourly pay.

Bonus pay gap: not applicable to The Trussell Trust.