

BOARD / COMMITTEE SUBMISSION

TITLE Gender Pay Gap	DATE 23/02/2026
Contributors	Tasmia Ashraf – Business Intelligence Manager
Sponsoring Executive Director/ Head of People	Siobán Marrison
Short Description of Proposal	Pay Gender Report for Shaftesbury (Snapshot date – 05 April 2024)
Purpose	For Information
Does The Report Contain Explicit Recommendations Or A Range Of Options?	No
PROPOSED NEXT STEPS	Continue to monitor
CONSIDERED BY ELT/COMMITTEE?	Nil
HAS EXTERNAL PROFESSIONAL INPUT BEEN SOUGHT? IF YES, BRIEF DESCRIPTION.	No
RESOURCE IMPLICATIONS	NIL
RISK IMPLICATIONS	NIL

Shaftesbury Gender Pay Gap for 2023/2024

Introduction

The gender pay gap report provides details of our charity gender pay as at 5 April 2024. It is a statutory requirement and is being presented to our board of trustees for assurance purposes.

The gender pay gap measures the difference between the average (median) hourly earnings of men and women.

The results

The differences are shown in relation to hourly rates of pay and are as follows (at 5 April 2024):

- Our **mean** pay gap is 1.97% compared to **6.12%** in the last reporting year. This represents a **4.15% point change** and a **67.8% reduction (improvement)** from the previous year. This means that the average hourly pay of women who work for our charity was slightly less than the average for men, with the difference being £0.31 per hour compared to £0.91 per hour in the reporting year 2023.
- Our **median** pay gap is **0.37%**, compared to **-1.69%** in the last reporting year. This represents a **2.06% point change**, reflecting a movement closer to parity. This shift suggests a continued balance in hourly pay rates between women and men. In comparison to the national gender pay gap across employers of all sizes which is 7% (Office for National Statistics 2024 figure), the figure is considerably lower.

The difference in **mean** and **median bonus pay** remains at 0%, as our charity does not pay bonuses to staff.

Pay Quartiles

The number of paid male and female in the four pay quartiles (upper, upper middle, lower middle and lower quartile) for 2023/2024 and 2022/2023 are as follows:

	2023/2024		2022/2023	
	Total % of female	Total % of male	Total % of female	Total % of male
Upper quartile	74	26	74	26
Upper middle quartile	78	22	83	17
Lower middle quartile	77	23	81	19
Lower quartile	78	22	73	27

In the quartile analysis, female colleagues occupy **74% of the highest-paid jobs**, consistent with last year's figure. This continues to reflect strong representation of women in higher-paid roles. Female representation in the lowest-paid roles has increased to **78%**, up from **73%** last year. This represents a **5% increase**, highlighting a notable shift in this quartile.

Our **upper middle** and **lower middle quartiles** show slight decreases in female representation (5% and 4%, respectively). These variations may be attributed to workforce movements but will be monitored to maintain equitable representation.

The female-to-male ratio in the workforce remains consistently at **3:1**, reflected across all quartiles.

Conclusion

The improvement in our mean pay gap demonstrates continued progress in reducing disparities. Our median pay gap remains close to neutral, reflecting a fair distribution of pay across roles, although slight variations year-on-year may occur due to workforce composition.

As the workforce is majority female, which is indicative of an occupational bias, this impacts the pay gap.

Whilst the figures are still low compared to national average which is 7% (Office for National Statistics 2024 stats), our charity is committed to investigating and correcting the gap in pay. We are committed to promoting equality and diversity among our staff, which we believe is vital to our work as an effective and dynamic charity.

Considering the above, the charity will continue to monitor its employment and remuneration to ensure that pay is set based on fairness and reflect statutory requirements.

Signature:



Date: 23/02/2026

This data has been supplied pursuant to The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. I confirm that the information supplied in this report is an accurate snapshot as at 5 April 2024.