

Gender Pay Gap Report 2024

A snapshot from
5th April 2024

Contents

We are the Together Trust	2
Our mission	2
Our values	2
What is gender pay gap?	3
Our Results	4
Calculation 1: Percentage of women and men employed per hourly pay quarter	5
Calculation 2: Mean (average) gender pay gap using hourly pay	8
Calculation 3: Median gender pay gap using hourly pay	9
Calculation 4: Percentage of women and men who received bonus pay	10
Calculation 5: Mean (average) gender bonus pay gap	11
Calculation 6: Median gender bonus pay gap	12
Our actions	14
Gender Pay Gap calculations explained	15
What is a relevant employee for the Together Trust?.....	15
What is a full-pay relevant employee for the Together Trust?	15
How is the mean pay gap calculated?.....	16
How is the median pay gap calculated?	16
How we calculate gender bonus pay gap?	16
How gender pay gap differs from equal pay?	16
How we define “women” and “men”	17
Our pay structure.....	17
Declaration	17
References	18

We are the Together Trust

At the Together Trust, our vision is a society where people thrive because they are valued within their communities.

For over 150 years we've been championing and caring for people with disabilities, autism and complex health needs, as well as providing life-changing support for looked-after children and care-experienced people.

Today we're one of the North West's leading disability charities. We help children, adults, parents and carers, delivering individual care, support and education to thousands of people each year.

Our mission

We champion the rights, needs and ambitions of the people we support - they are at the heart of everything we do. We stand by them and we work together for change.

Our values

Our values shape the way we work. We are:

- **Positive** - We take pride in celebrating the difference we make
- **Professional** - We act in a fair and respectable way that recognises our collective expertise
- **Passionate** - We encourage creative ideas and inspire one another
- **Supportive** - We are considerate and caring towards one another

What is gender pay gap?

The gender pay gap is the difference between the average pay of men and women in an organisation.

Gender *pay gap* is different to *equal pay*. *Equal pay* relates to whether women and men in the same or similar roles receive equal pay for doing 'equal work' (which is a legal requirement). *Pay gap* relates to the gap between the average pay for all women in the organisation and the average pay for all men in the organisation. Any employer with 250 or more employees on a specific date each year must report their gender pay gap data.

In this document we report on Together Trust's pay gap results from 5th April 2024, based on the following six calculations:

1. Percentage of women and men employed per hourly pay quarter
2. Mean (average) gender pay gap using hourly pay
3. Median gender pay gap using hourly pay
4. Percentage of women and men who received bonus pay
5. Mean (average) gender bonus pay gap
6. Median gender bonus pay gap

The above calculations are based on 'full-pay relevant employees', as required by law. You will find a definition of 'full-pay relevant employee' on page 15. The Together Trust has many different roles and a variety of pay rates (see our pay structure for more information – page 17).

At the date of reporting there were 562 women and 188 men full-pay relevant within in the workforce, representing 75% and 25% of the workforce, respectively. This is broadly consistent with benchmarking by Agenda Consulting (an organisation that works with Third sector organisations to support with employee engagement and benchmarking studies), which showed the average percentage of women working in the third sector was 72.0% in 2022.

(Agenda Consulting, 2022)

Our Results

Summary

A brief look at the six calculations reveals the following results for Together Trust on 5th April 2024:

1. Percentage of women and men employed per hourly pay quarter
 - Lower: 73% women, 27% men
 - Lower middle: 78% women, 22% men
 - Upper middle: 76% women, 24% men
 - Upper: 73% women, 27% men
2. Mean (average) gender pay gap using hourly pay: **4%**
3. Median gender pay gap using hourly pay: **0%**
4. Percentage of women and men who received bonus pay: **10.9% / 8%**
5. Mean (average) gender bonus pay gap: **-18.15%**
6. Median gender bonus pay gap: **-50%**

Please read on for more detail and analysis of each of these results. For clarity, all 2024 data in this report relates to the snapshot taken on 5th April 2024.

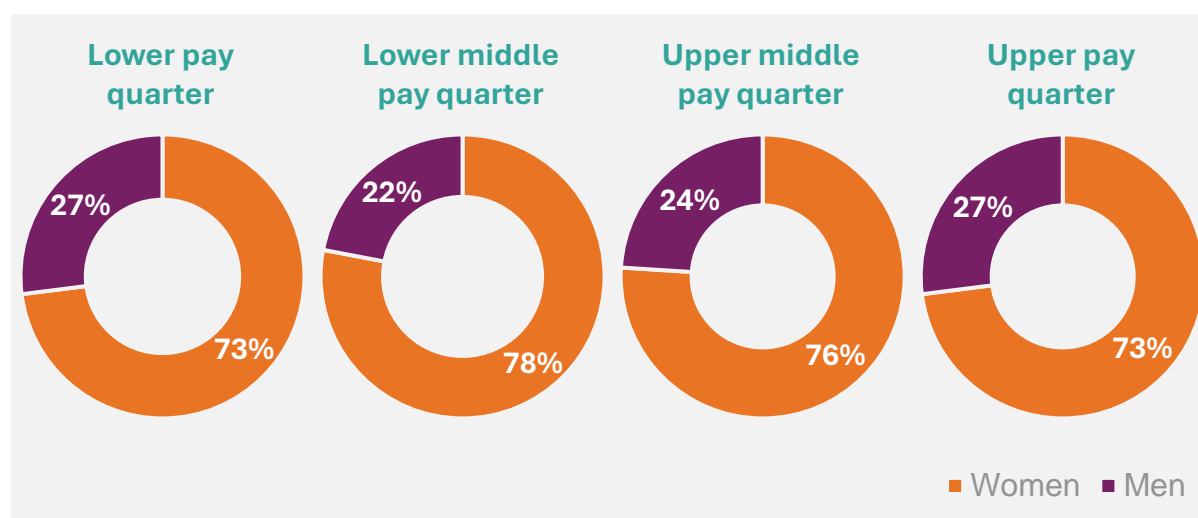
Calculation 1: Percentage of women and men employed per hourly pay quarter

The result

In the table below, each quarter represents 25% of the workforce, ranked by hourly pay. The lower quarter represents the quarter of employees on the lowest pay and the upper quarter represents the quarter of employees on the highest pay.

	Lower quarter	Lower middle quarter	Upper middle quarter	Upper quarter
Mean hourly wage	£11.88	£12.79	£15.29	£23.80

The charts below show those pay quarters broken down by gender.



What does this mean?

Women's pay was slightly more likely than men's to sit in the middle quarters, as the percentage of women in those quarters was higher than the female proportion of the workforce (78% and 76% respectively - above the 75% of the whole workforce made up by women). Men's pay was slightly more likely to sit in either the lower quarter (with the lowest pay) or upper quarter (highest pay), as they made up 27% of those quarters – above the 25% male proportion of the whole workforce.

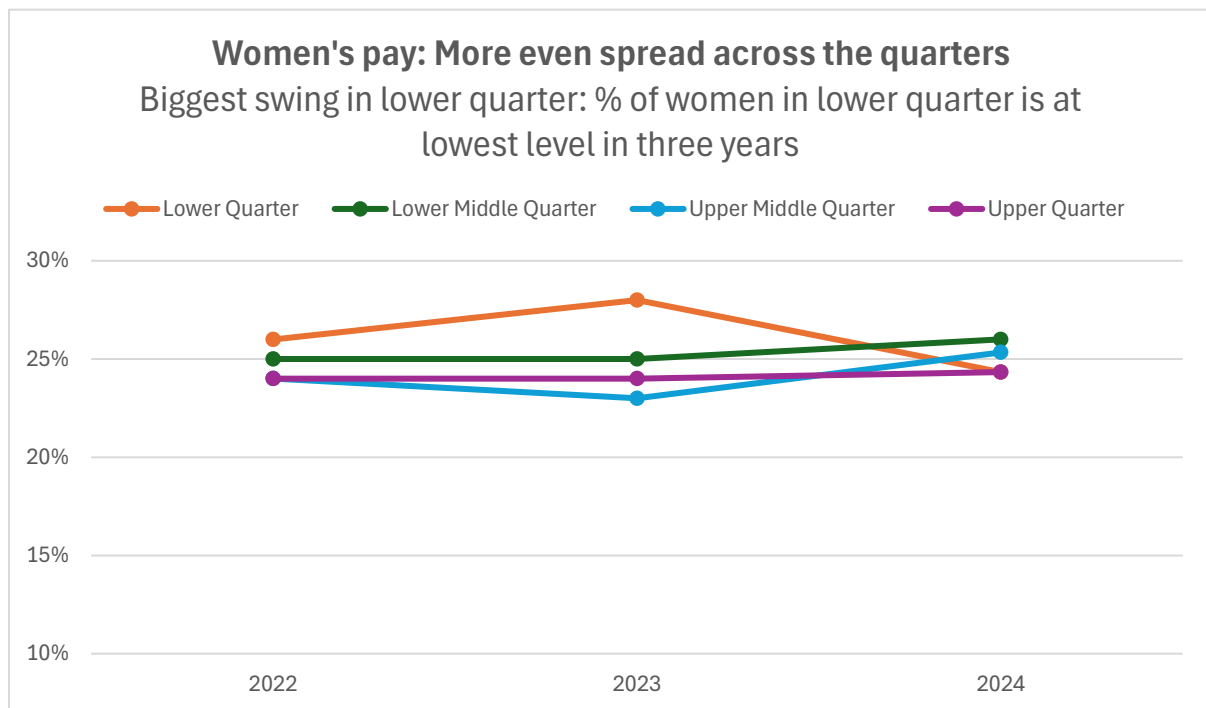
Differences within the quarters:

- Lower pay quarter: two-penny difference in favour of men
- Lower middle pay quarter: no gap
- Upper middle pay quarter: women averaged 22 pence more per hour than men
- Upper pay quarter: men averaged £2.05 per hour more than women.

How has this changed from the previous year(s)?

The percentage of women and men in each pay quarter has changed marginally since the 2023 calculations.

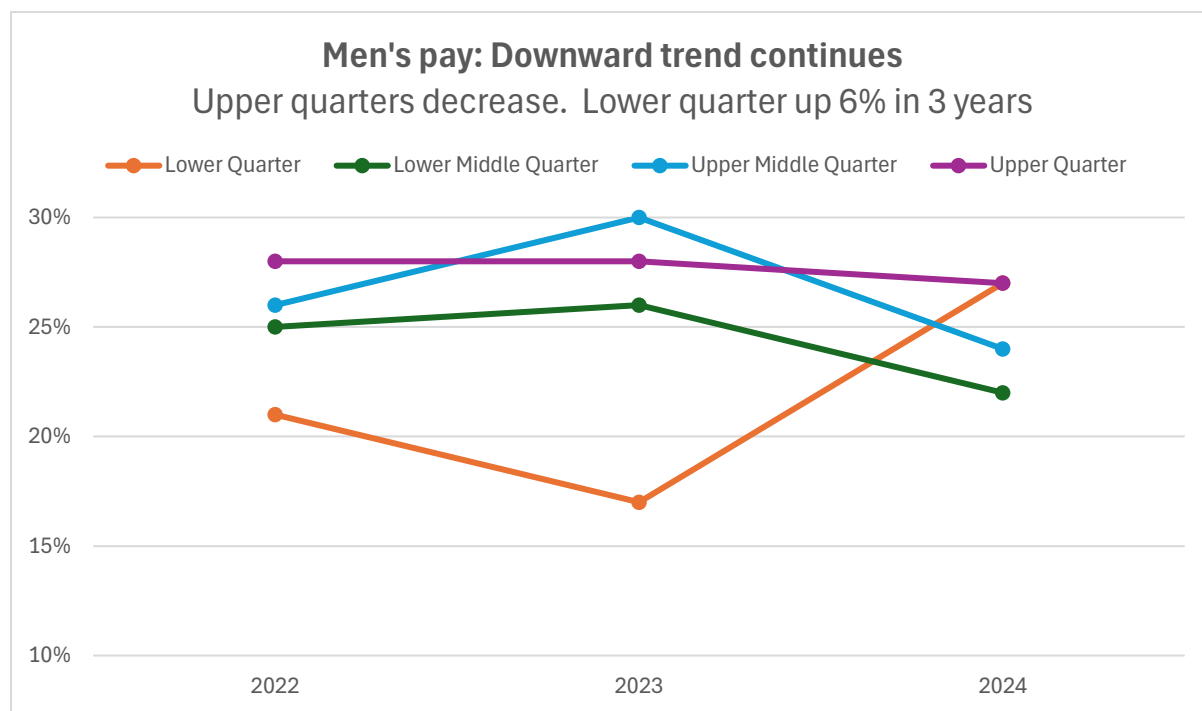
Chart: The chart below shows how women’s pay across the four quarters changed between 2022 and 2024.



While a greater proportion of the upper pay quarter was made up of women in 2024 than in 2023 (up 3%), the percentage of women at the organisation whose pay was in the upper quarter has remained the same for the past 3 years. The biggest shift for women has been in the

lower quarter. This quarter was made up of 10% fewer women in 2024 (down to 73% from 83% in 2023). It also represented a lower proportion of the total women’s pay across the organisation, representing 24% of women’s pay in 2024, down from 26% in 2022 and 28% in 2023.

Chart: The chart below shows how men’s pay across the four quarters changed between 2022 and 2024.



A lower percentage of men made up the upper pay quarter in 2024, down from 29% in 2023 to 27%. The proportion of men’s pay that fell into the upper quarter also dipped slightly, from 28% in 2022 and 2023, to 27% in 2024.

The biggest shift for men’s pay was in the lower quarter: in 2023 only 17% of men’s pay fell into this quarter – this rose by 10% to reach 27% in 2024.

Calculation 2: Mean (average) gender pay gap using hourly pay

The result

Our mean gender pay gap is **4%**.

Chart: Mean gender pay gap for hourly pay at the Together Trust 2024

Mean hourly rate		Gender pay gap £	Gender pay gap %
Women	Men		
£15.68	£16.33	£0.65	4.0%

What does this mean?

When comparing mean hourly pay, **men earnt £0.65 per hour more than women**. So, on average, men's hourly rate was 4% higher than women's.

How has this changed from the previous year(s)?

The gap has narrowed by 5.1%, from 9.1% to 4%. (See our [2023 report](#)).

What factors may contribute to the result?

Like other small to medium sized organisations with a relatively small number of male employees, we can see a difference of 2.3% in the mean gender pay gap when we exclude the hourly pay of the highest earner (the Chief Executive) when a man holds this position (as was the case in 2024).

Calculation 3: Median gender pay gap using hourly pay

The result

Our median gender pay gap is **0.0%**.

Median hourly rate		Gender pay gap £	Gender pay gap %
Women	Men		
£14.04	£14.04	£0.00	0.0%

What does this mean?

When comparing *median* hourly pay, men and women earned the same. This means that the hourly pay rate in the very middle of all the women's pay rates was the same as the hourly pay rate in the very middle of all the men's pay rates.

How has this changed from the previous year(s)?

Chart: Our median (average) gender pay gap comparison since 2021

2021	2022		2023		2024	
Gap	Change from previous year	Gap	Change from previous year	Gap	Change from previous year	Gap
0.0%	+6.0%	6.0%	-6.0%	0.0%	0.0%	0.0%

This year's median gender pay gap has **remained the same** since 2021, other than a 6% gap in 2022.

What factors may contribute to the result?

A factor influencing the pay gap in 2022 was the policy change implemented in April of that year, which introduced enhanced pay for employees working on weekends. These payment enhancements were made on additional hours worked above contractual hours. Due to complexities of accurately determining which components of this additional pay should be included in the gender pay calculations, all such payments were excluded from the analysis in 2023. This exclusion has continued into 2024.

Calculation 4: Percentage of women and men who received bonus pay

The result

This year's data shows that 10.9% of women employed at the organisation received 'bonus payments', compared to 8% of men.

Together Trust operates a scheme to reward members of staff achieving long service with the organisation. This long service scheme meets the definition of a bonus scheme for the purposes of Gender Pay Gap reporting. All bonus payments were solely for the long service awards.

Chart: Percentage of women and men who received bonus pay

	Women	Men
Percentage receiving bonus pay 2024	10.9%	8.0%

What does this mean?

2.9% more women received bonus pay than men in 2024.

How has this changed from the previous year(s)?

This gap in favour of women widened by 1.9% compared to the previous year, when 1% more women received bonus pay than men.

Chart: Percentage of women and men who received bonus pay 2024 compared to 2023

	Women	Men	Gap
2024	10.9%	8.0%	-2.9%
2023	13%	12%	-1%

What factors may contribute to the result?

In 2024, **76** employees reached the threshold for long service and therefore received a long service bonus payment. Of those 76 employees, **80%** were women while **20%** were men.

Calculation 5: Mean (average) gender bonus pay gap

The result

This year's data shows that the mean bonus pay gap was **-18.15%**.

What does this mean?

The mean (average) bonus pay was 18.15% higher for women than for men. As outlined above, Together Trust operates a reward scheme for long service, which meets the Gender Pay Gap definition of a bonus scheme.

How has this changed from the previous year(s)?

The result for this measure has fluctuated over time. The mean gender bonus pay gap in 2024 changed considerably from 2023, reverting to being 18.15% in favour of women rather 21.89% in favour of men. This is a return to a pattern similar to the two years prior to that.

Chart: Our mean gender pay gap for bonus pay, comparison since 2021

2021	2022		2023		2024	
GAP	Change from previous year	Gap	Change from previous year	Gap	Change from previous year	Gap
-25.8%	-27.15%	-52.95%	+74.84%	21.89%	-40.04%	-18.15%

What factors may contribute to the result?

The higher average bonus pay for women was due to a higher percentage of women being awarded the larger long service bonus for longer service. Employees are awarded an increasing amount the longer they have been in employment with the Trust. More of the women receiving long service bonus payments had been employed for longer periods of time than the men, and therefore larger bonus payments were included for that group.

Calculation 6: Median gender bonus pay gap

The result

Our median gender bonus pay gap is **-50%**.

What does this mean?

Median bonus pay for women was 50% higher than men's.

How has this changed from the previous year(s)?

The 2024 result is a reversal of the previous year's, being in favour of women rather than men and by a greater amount (50% higher than men's after having been 33% lower than men's in 2023). Prior to that there had been no gap at all.

Chart: Our median gender pay gap for bonus pay, comparison since 2021

2021	2022		2023		2024	
Gap	Change from previous year	Gap	Change from previous year	Gap	Change from previous year	Gap
0.0%	0.0%	0.0%	+33.33%	33.33%	-83.33%	-50.0%

What factors may contribute to the result?

This was due to 51% of women reaching 10 years of service and above, compared to 47% of men.

Our industry

Within the UK Third Sector in 2022 an average of 72% jobs were held by women (Agenda Consulting, 2022). This highlights that within our industry there are on average more women than men within the sector workforce.

Our gender pay report 2024 shows **75% of our workforce are women** and have a higher gender percent in every pay quarter.

Within the Third Sector, the mean gender pay gap is 7.3%. This is higher than that of the Together Trust (4%). However the mean gender pay gap across similar organisations within the third sector is lower, at 2.5%.

In the UK, *median* gender pay gap for all employees is 13.1%, a yearly drop of 1.1% from 2023 (ASHE, 2024). This is significantly higher than the Third Sector (0%) and the Together Trust (0.0%).

Our actions

Working with our Women Together Network

Members of the Women Together Network come together to build relationships and support each other. In January 2025, Melanie Dunn (she/her) joined the Trust as Chief Executive. Melanie has also taken on the role as the new Executive Sponsor of the Women Together Network.

What next?

Further into 2025, the network will have an increasingly important role in influencing policy development. We will continue to work closely with our Women Together Network to gather feedback and views across a spectrum of topics including career development to ensure we continue to focus on building an equitable workplace.

Policy Development

In 2024, we launched our Menopause policy.

What next?

In 2025, we will implement a Domestic Violence and Stalking policy. Further policy development to be identified in 2025.

Succession Planning to Senior Roles

What next?

We will develop a succession planning framework to support the identification, nurturing and development of internal talent supported by mentorship, sponsorship and leadership development programmes.

Learning & Organisational Development interventions

These are aligned to Together Trust's values and behaviours to support the ongoing evolution of our culture.

What next?

We will monitor and measure the impact of these interventions.

Gender Pay Gap calculations explained

What is a 'relevant employee' for the Together Trust?

Relevant employees are all people employed by the employer on 5th April each year, who:

- have a contract of employment with the employer (including those employees working part-time, job-sharing and employees on leave), or
- are self-employed (where they must personally perform the work)

The list of relevant employees are the basis for:

- determining who the 'full-pay relevant employees' are
- making the bonus pay gap calculations

The remaining required gender pay gap calculations are based on the full-pay relevant employees.

Relevant employees are counted on an individual basis not as a full-time equivalent meaning part-time employees, including job-sharers, employed by the organisation on the snapshot date are counted per person. (GOV.UK, 2024)

What is a 'full-pay relevant employee' for the Together Trust?

Full-pay relevant employees are drawn from the list of relevant employees and:

- are paid their usual full basic pay in the relevant pay period
- are paid less than their usual pay in the relevant pay period if it is for reasons other than leave.

Full-pay relevant employees are used to calculate the gender pay gap except for the bonus pay gap calculation.

This definition is defined in the UK government statutory guidance, available at <https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/preparing-your-data>

How is the mean pay gap calculated for hourly pay?

First, the mean hourly pay for women is calculated by adding up all the hourly pay for 'full pay relevant women', then dividing that number by the number of full pay relevant women.

Then the mean hourly pay for men is calculated in the same way.

Finally, the women's value is taken away from the men's, to show the difference between the two.

How is the median pay gap calculated?

First the median hourly pay for women is calculated by listing the hourly pay rates for all 'full pay relevant women' – the median is the one in the exact middle of the list. (If there is an even number of results, the median will be the mean of the two central numbers.)

Then the median hourly pay for men is calculated in exactly the same way.

Finally, the women's value is taken away from the men's, to show the difference between the two.

How do we calculate gender bonus pay gap?

Both median and mean (average) gender bonus pay are calculated in the same way as above, using bonus pay received over a twelve-month period.

All relevant employees that have received bonus pay in the previous 12 months are included in these calculations.

How does gender pay gap differ from equal pay?

Equal pay means that women and men in the same position performing equal work must receive equal pay, this is a legal requirement under the Equality Act 2010.

Gender pay gap is the difference in average pay for women and men, regardless of the nature of their work, across an organisation.

How do we define “women” and “men”

To calculate the data in this report, we have used the terms “women” and “men” to represent their legal gender.

Our pay structure

The Together Trust operates a graded salary structure with pay points within each grade. This structure was determined in 2018 following a comprehensive pay and grading review involving:

- evaluation of all posts - analytical job evaluation capturing responsibilities for each post
- determination of pay structures - with assistance from independent experts, approved by Human Resources & Organisational Development Trustee Sub-Group and Board of Trustees for the Together Trust.

Together Trust’s pay scale values are reviewed on an annual basis. In 2023 the structure of pay points within grades was adjusted in consultation with employees, with the underlying grade structure and commitment to equal pay remaining in place.

The Together Trust’s pay structure for all employees uses National Joint Council (NJC) job evaluation principles including pay ranges for each grade. This is transparent and fair whilst ensuring that all employees receive equal pay for equal value work.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Melanie Dunn, Chief Executive

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