



GENDER PAY GAP REPORT 2023

April 2024



the
trussell
trust
Stop UK Hunger

THE DATA 2023

OUR MEAN GENDER PAY GAP

Our mean gender pay gap is the difference between the average amount earned by female employees and the average amount earned by male employees each hour.

Our April 2023 pay data, used for this report, shows that our mean gender pay gap was -0.04%. This means that on average females earned 0.04% more than males per hour or in monetary terms, females earned £0.01 more per hour than male employees.

Compared to October 2021 pay data, April 2023 data shows a 3.89% difference and shift. In October 2021, on average females earned 3.85% less than male employees or in monetary terms, females earned £0.77 less per hour than male employees.

OUR MEDIAN GENDER PAY GAP

Our median gender pay gap is the difference in pay between the middle ranking female and male employees.

Our April 2023 pay data, used for this report, shows that our median gender pay gap was 2.53%. This means that the middle ranking male employee salary is 2.53% more than that of the middle ranking female salary. The difference equates to £0.59 per hour.

Compared to October 2021 pay data, April 2023 data shows a 1.36% decrease in our median gender pay gap. Although still 2.53% in our latest data, we are confident this does not represent any disparity in pay between female and male employees. Closer review of the data shows that the two, male and female middle ranking employees, are in fact two different roles in two very different fields of work.

**April 2023
Mean %**

-0.04%

**Oct 2021
Mean %**

3.85%

**April 2023
Median %**

2.53%

**Oct 2021
Median %**

3.89%

THE DATA 2023

PERCENTAGE OF FEMALES AND MALES IN EACH PAY QUARTILE: APRIL 2023 AND OCTOBER 2021

Since October 2021, our head count has increased by 38% (204 vs 301). Our latest data from April 2023 shows changes across all four pay quartiles within the organisation. These are summarised below.

We continue to see a high percentage of females across the four pay quartiles; however, there has been a notable increase in two out of the four pay quartiles in favour of males (upper middle and lower quartile).

- A 1% decrease in males holding positions that are the most senior in our organisation (upper quartile).
- A 4% decrease in females holding positions that provide expertise in a specific field of work or senior management roles in our organisation (upper middle quartile).
- A 9% increase in females holding junior management positions in our organisation (lower middle quartile).
- An 8% increase in males in our lowest paid roles (lower quartile).

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



♀ Female ■ April 2023
♂ Male ■ October 2021

