



The Together Trust

Gender Pay Gap Report 2025

A snapshot from
5 April 2025

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We are the Together Trust

Together Trust is one of the North West's leading disability charities. 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 care-experienced people.

Our vision is a society where people thrive because they are valued within their communities.

Our mission is to 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 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

About this gender pay gap report

As a voluntary sector employer with over 250 employees, Together Trust is required to report on our gender pay gap using a specified 'snapshot date' of 5 April each year.

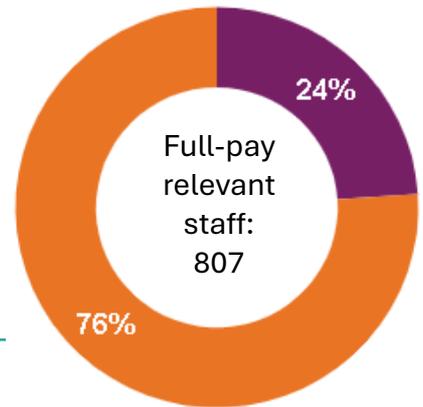
The gender pay gap is the difference between the average pay of men and women in an organisation. *Gender pay gap* is different to *equal pay*. *Equal pay* relates to whether women and men in the same or similar roles receive equal pay for doing 'equal work' (which is a legal requirement). *Pay gap* relates to the gap between the average pay for all women in the organisation and the average pay for all men in the organisation.

In this report we outline our results against the six required measures of the gender pay gap:

Mean gender pay gap	The difference between the mean hourly rate of pay of male 'full pay relevant' employees and that of female 'full-pay relevant' employees
Median gender pay	The difference between the median hourly rate of pay of male 'full pay relevant' employees and that of female 'full-pay relevant' employees
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle, and upper quartile pay bands
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

Our Results: Summary of hourly and bonus pay gaps

On 5 April 2025, there were 807 full-pay relevant employees working at Together Trust (see page 10 for definition): 614 women and 193 men.



● Male ● Female

Hourly pay gap

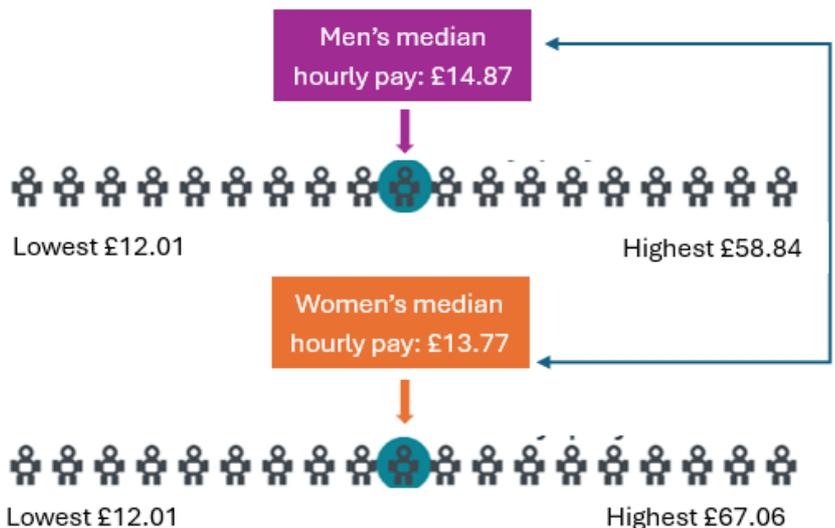
Mean

Gap: £0.46 (2.7%) in favour of **men**.



Median

Gap: £1.10 per hour (7.5%) in favour of **men**.



Bonus pay gap

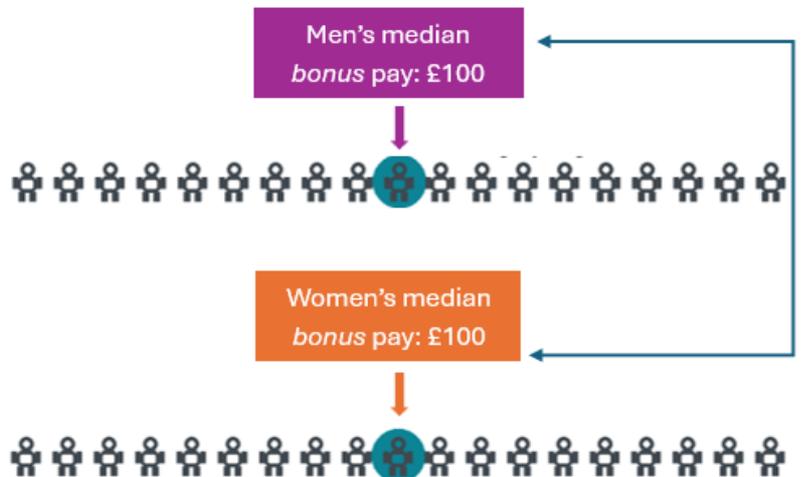
Mean

Gap: -£33.43 (-28.87%) in favour of **women**.



Median

Gap of £0 (equal)



Hourly pay gap detail (mean and median)

The maths

- Our **mean** (average) gender pay gap is the difference between:
 - The mean male salary (all salaries of men added together and divided by the total number of male full 'pay relevant' employees) and
 - The mean female salary (all salaries of women added together and divided by the total number of female full 'pay relevant' employees)
- Our **median** gender pay gap (hourly pay) is the difference in hourly pay between:
 - the woman who would be in the middle if you lined up female employees from the lowest to the highest paid and
 - the man who would be in the middle of a similar line-up of male employees.
 - This way of looking at the pay gap avoids the influence of very high or very low salaries.

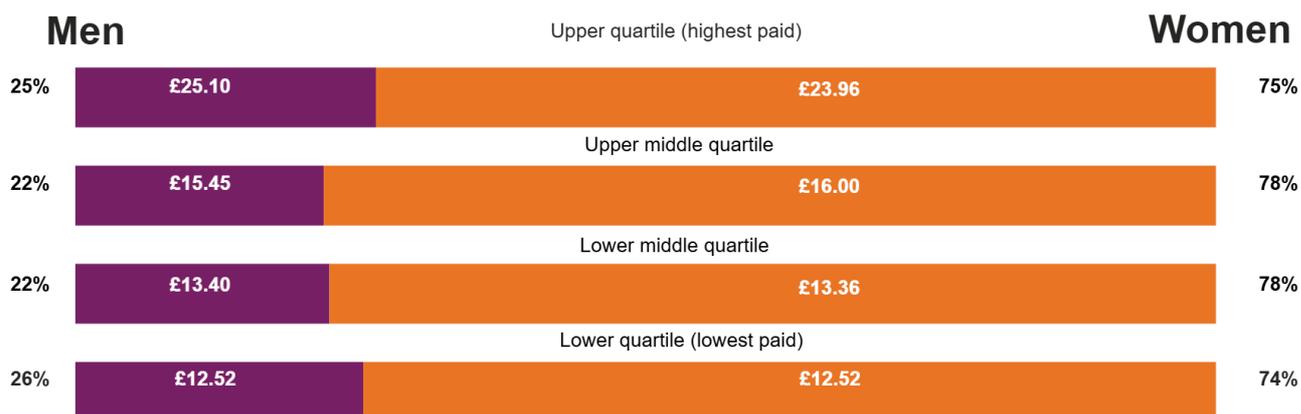
When looking at the mean (average) hourly pay, **men earned 2.7% more than women**, which equates to £0.46 per hour. Importantly, **this gap has narrowed significantly**, falling from 4% (£0.65) in 2024 (see our [2024 report](#)).

As of 5 April 2025, our analysis shows that the **median hourly pay gap between men and women is 7.5%**, meaning there is a £1.10 difference at the midpoint of earnings. This has widened from the previous two years (-6% in 2023 and 0% in 2024).

	Women	Men	Gender pay gap £	Gender pay gap %
Mean	£16.39	£16.85	£0.46	2.7%
Median	£13.77	£14.87	£1.10	7.5%

Quartile pay bands

At the date of reporting, there were 614 women and 193 men full-pay relevant employees within in the workforce, representing 76% and 24% of the workforce respectively. There has been little to no movement in the percentage of men and women in each pay quartile when compared with 2024.



The hourly pay difference between men and women in both of the lower quartiles is £0 to £0.04 difference. This is consistent with the 2024 data.

In the upper middle quartile, the hourly pay difference is **-£0.55 (55p in favour of women)**. This has increased by £0.33 when compared with 2024. Women in this pay quartile have, on average, worked at the Trust for two years longer than the average of men in this quartile (and would therefore have had more incremental pay progression).

In the upper pay quartile, the difference is **£1.14 in favour of men**. This has seen a decrease of £0.91 compared with 2024. Notably this decrease has occurred in line with hiring a female chief executive and, like other small businesses, the chief executive can have a large impact on the results.

For more detail on how these results are calculated, please refer to “Gender Pay Gap calculations explained” on page 10.

Gender *bonus* pay gap

The Together Trust operates a bonus scheme to reward colleague who have achieved long service, receiving an increasing amount the longer they have been in employment with the Trust. For the 2025 Gender Bonus Pay Gap, all bonus payments were for the long service award.

Bonus proportions: -0.5% in favour of women.

10.4% of women received bonus pay compared to **9.9%** of men.

The gap in favour of women reduced by 2.4% compared to the previous year.

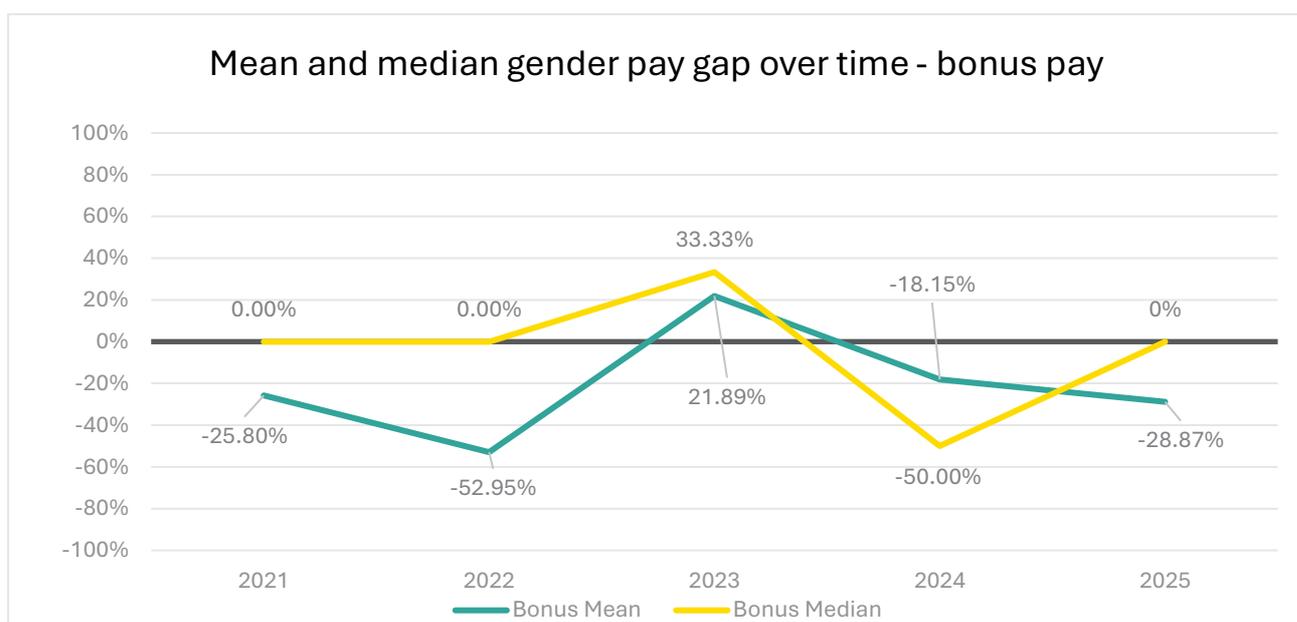
	Women	Men	Gap
2025	10.4%	9.9%	-0.5%
2024	10.9%	8.0%	-2.9%

Mean bonus gap: -28.87% in favour of women.

This is calculated in the same way as the mean hourly pay gap but looks at bonus pay and only includes staff who received a bonus. More female long service bonus recipients had been employed for longer periods of time than the male recipients, and therefore larger bonus payments were included for that group. (42% of female bonus recipients received it for 10 years of service or more, while only 16% of male recipients did).

Median bonus gap: 0% (no difference).

This is calculated in the same way as the median hourly pay gap but looks at the bonus pay and only includes staff who received a bonus. The median bonus pay of 0% is due to the 5 years long service bonus being over 50% of all bonuses for both men and women.



Our industry: How Together Trust compares

Our gender pay report 2025 shows **76% of our workforce are women**, compared to 72% for the UK Third Sector as a whole in 2022 (Agenda Consulting, 2022).

Together Trust's 2.7% median gender pay gap compares well with the Third Sector (the median gender pay gap for large charities is 6.3% (Civil Society Media, June 2025), and with the UK wide figure of 13.1% (Office for National Statistics, n.d.).

Regionally, the North West's median gender pay gap was 7.6%, again higher than Together Trust's 2.7% in April 2025 (Office for National Statistics, n.d.).

Our actions

Working with our Women Together Network

Our Women Together network has continued to support each other and has discussed women's health and women's safety as well as shared information to understand the gender pay gap.

Setting up our men's network

As men make up a minority percentage at the Together Trust, we have supported the establishment of a new Men Together network. This group is exploring areas of interest and concern for men to inform our future work.

Equity, diversity and inclusion (EDI) exploration

This year, we reran our EDI audit and listening sessions and are pleased to see positive feedback from our workforce. We have been focussing on the quality of our EDI data to help us better understand the workforce and how an individual's identities can affect their career journey. The feedback has provided insight into Together Trust strategy development for the next 5 years. To strengthen our networks, we have invested in development for our network leaders.

What next?

Our EDI audit identified that to improve inclusion for women and men at Together Trust we must explicitly address intersectionality rather than single-identity approaches.

Our networks will continue working together to create safe, supportive spaces where colleagues can share their experiences. These conversations will help shape the Trust's policies and approach across a wide range of topics, including wellbeing and support for health conditions linked to gender. This will include the development of a menopause action plan and women's and men's health policies.

We will continue to analyse our workforce data to identify how best to support colleagues' career development and specific needs. This work is being strengthened through the development of a strategic workforce planning framework, complemented by development of enhanced leadership development programmes.

Gender Pay Gap calculations explained

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

Relevant employees are all people employed by the employer on 5 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 is 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.

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.

The Together Trust's pay and grading structures were 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.

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.



Mel Dunn, Chief Executive

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