

GENDER AND ETHNICITY PAY GAP REPORTING

2024 report

PAY GAP

Gender Pay Gap	Median 0%
	Mean 7% (average hourly rate for women is 7% lower than men)
Ethnicity Pay Gap	Median 0%
	Mean 9% (average hourly rate for ethnic minority colleagues is 9% lower than white colleagues)

Notes:

- Gender Pay Gap is based on male and female data only, in line with government methodology.
- Ethnicity pay gap – we use an aggregate measure comparing White colleagues to all other ethnic backgrounds.
- Data for groups with fewer than 10 colleagues has been redacted.
- All figures are rounded to the nearest whole number.
- Where meaningful data exists, colleagues are grouped into: Asian, Black, Mixed or multiple ethnicities, and White.

EXECUTIVE SUMMARY

Progress is being made

Gender

- Pay gap continues to improve year on year and is lower than the UK average.
- More balanced distribution of male and female colleagues across quartiles with increased female representation in the upper quartiles.

Ethnicity

- Proportion of colleagues is reflective of census data.
- More balanced distribution across quartiles compared to last year.
- Median pay gap for colleagues from Asian, Black, and Mixed or multiple ethnicities is now 0%, down from last year.
- Aggregate mean ethnicity pay gap unchanged at 9%.

EXECUTIVE SUMMARY

There's more to do

Persistent Pay Gaps:

- Pay gaps persist across quartiles for both gender and ethnicity.
- Mean pay gap for Black colleagues has decreased but still exists.
- Mean pay gap for Asian colleagues has increased.
- Overall median and mean pay gaps for colleagues from Asian, Black, and Mixed or multiple ethnicity backgrounds remain unchanged from last year.

Leadership Representation:

- Limited representation of colleagues from Asian, Black, and Mixed or multiple ethnicity backgrounds in leadership roles (Bands 1-3).

KEY INSIGHTS AND ACTIONS

Key driver of Diabetes UK pay gaps is a lack of representation in highest-paid roles.

- Increased female representation in upper quartiles with more males in lower middle quartile, leading to a more balanced gender distribution.
- Proportion of colleagues from an ethnic minority background is slightly higher than 2023 Census data (England and Wales only).
- Decreased representation of Asian, Black, Mixed or multiple ethnicity colleagues in lower quartile by nearly 20% and increased representation in upper and upper middle quartiles by around 10%, leading to more proportional representation.
- Job band analysis show significant underrepresentation of Asian, Black and Mixed or multiple ethnicity colleagues in the highest bands (1 to 4) remain, like previous years.

We will take action by:

- Review recruitment approach to remove barriers and attract diverse talent pool
- Explore better retention and development of colleagues from underrepresented groups for leadership roles.

HERE'S THE DETAIL: GENDER PAY GAP

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GENDER PAY GAP

- Median Gender Pay Gap: 0%, same as last year, indicating stability.
- Mean Gender Pay Gap: Reduced from 9% to 7%, showing improvement, likely due to more female colleagues in senior roles.
- Since 2018, mean pay gap reduced by 5% and median pay gap by 9%.
- Pay gaps within quartiles remain and have slightly increased in the lower and upper middle quartiles. This is driven by higher salaries for hard-to-recruit roles and service-related pay awards.

GENDER PAY GAP

Mean and median pay gaps by quartile

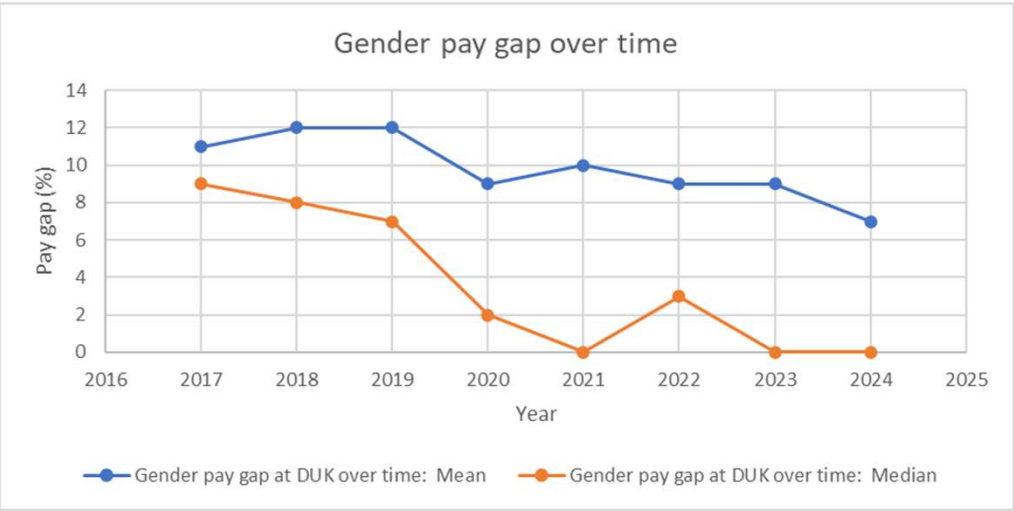
	Female			Male			Gender pay gap	
	% of workforce	Mean hourly salary	Median hourly salary	% of workforce	Mean hourly salary	Median hourly salary	Mean	Median
Whole organisation	68%	£23.93	£21.95	31%	£25.67	£21.95	7%	0%
Lower quartile	69%	£16.60	£15.01	31%	£17.09	£18.31	3%	18%
Lower middle quartile	65%	£20.17	£19.81	35%	£21.88	£21.95	8%	9.7%
Upper middle quartile	71%	£24.27	£21.95	29%	£26.25	£27.90	7.5%	20.5%
Upper quartile	70%	£34.45	£30.92	30%	£38.49	£35.48	10.5%	12.9%

According to the Office of National Statistics (ONS), the median pay gap in the UK was 13.1% in April 2024. <https://commonslibrary.parliament.uk/research-briefings/sn07068/>

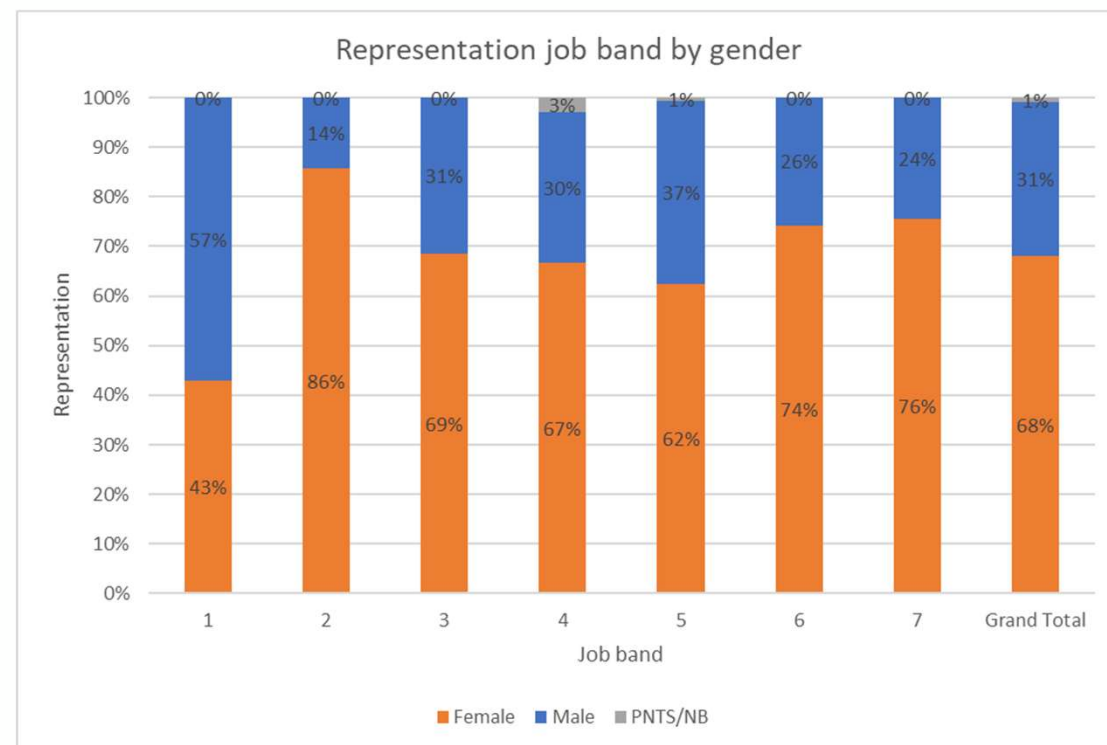
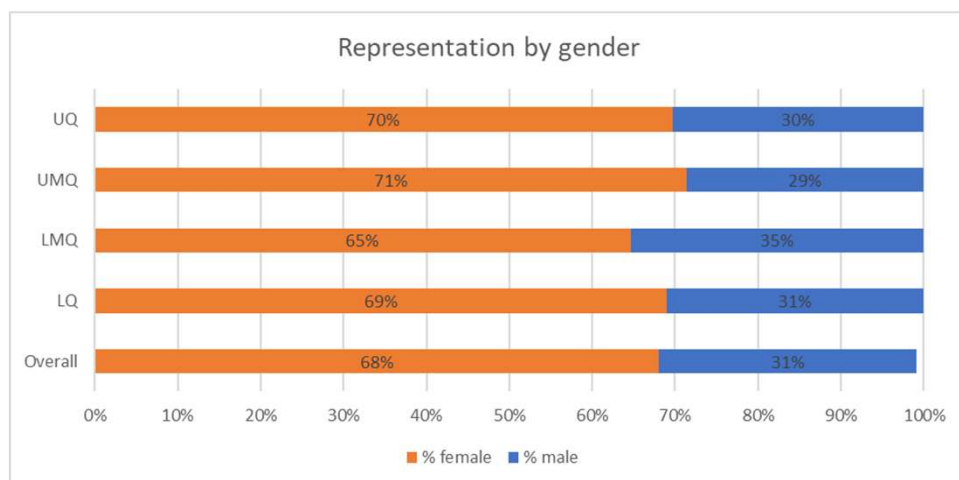
GENDER PAY GAP

Gender pay gap over time

Year	Mean	Median
2024	7	0
2023	9	0
2022	9	3
2021	10	0
2020	9	2
2019	12	7
2018	12	8
2017	11	9



GENDER REPRESENTATION



RECOGNITION AWARDS

Gender	% receiving award of total in charity	Mean award	Median award	Mean gap	Median gap
Female	17%	£321.15	£200	23.5%	60%
Male	11%	£420.00	£500		

- Female colleagues were slightly more likely to receive an award than male colleagues, but at a lower value.
- Colleagues in Bands 4, 5, and 6 were most likely to receive an award, influencing trends.

HERE'S THE DETAIL: ETHNICITY PAY GAP

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ETHNICITY PAY GAP

- Median pay gap: 0%
- Mean pay gap: 9%.
- Median Pay Gap of 0% for colleagues from Asian, Black, Mixed, or multiple ethnicities, an improvement from last year.
- Mean Pay Gap increased for Asian colleagues from 6% to 9% and decreased for Black colleagues from 10% to 7%.
- Analysis of pay gaps within the quartiles showed persistent mean and median pay gaps, although the size varied.

Note: Aggregate Comparison means White and then all other ethnicities combined)

ETHNICITY PAY GAP

Mean and median pay gaps by quartile

	Asian, Black, mixed or multiple ethnicity colleagues			White colleagues			Pay gap	
	% of workforce	Mean hourly salary	Median hourly salary	% of workforce	Mean hourly salary	Median hourly salary	Mean	Median
Whole organisation	20%	£22.77	£21.95	77%	£24.97	£21.95	9%	0%
Lower quartile	15%	£15.31	£15.01	84%	£17.04	£18.31	10%	18%
Lower middle quartile	22%	£18.37	£18.31	75%	£21.61	£21.95	15%	17%
Upper middle quartile	27%	£22.80	£21.95	71%	£25.84	£27.16	12%	19%
Upper quartile	19%	£34.01	£28.91	78%	£36.12	£35.48	6%	19%

ETHNICITY PAY GAP

Year	Mean ethnicity pay gap			
	Aggregate group	Asian ethnicity	Black ethnicity	Mixed or multiple ethnicity
2024	9%	9%	7%	14%
2023	9%	6%	10%	13%

Year	Median ethnicity pay gap			
	Aggregate group	Asian ethnicity	Black ethnicity	Mixed or multiple ethnicity
2024	0%	0%	0%	0%
2023	0%	0%	5%	6%

ETHNICITY PAY GAP

Pay gap over time

Mean pay gap overall	Asian	Black	Mixed or multiple	Prefer not to say
	9%	7%	14%	1%

Median pay gap overall	Asian	Black	Mixed or multiple	Prefer not to say
	0%	0%	0%	0%

Please note, we do not calculate mean and median gaps for each of these groups by quartile, due to the small numbers of colleagues in each group, instead we use an aggregate measure for analysis within quartiles.

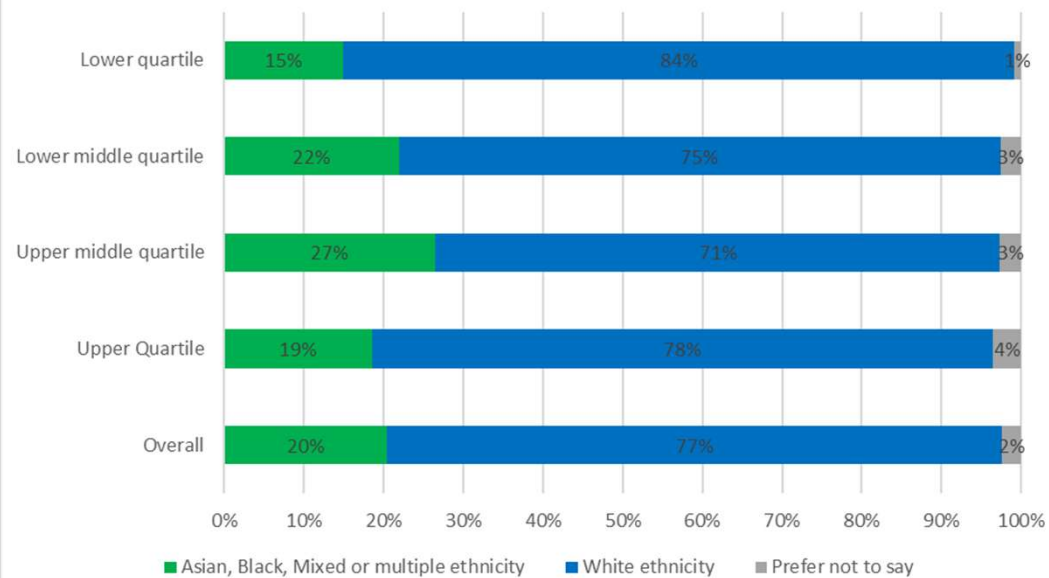
ETHNICITY REPRESENTATION

Ethnicity	Total	Percentage of total	Census 2023 (England and Wales only)
Whole charity	454	100%	N/A
Asian or Asian British	43	10%	9%
Black, African, Caribbean, or Black British	33	7%	4%
Mixed or multiple	15	3%	3%
White	350	77%	82%
Prefer not to say	11	2%	N/A

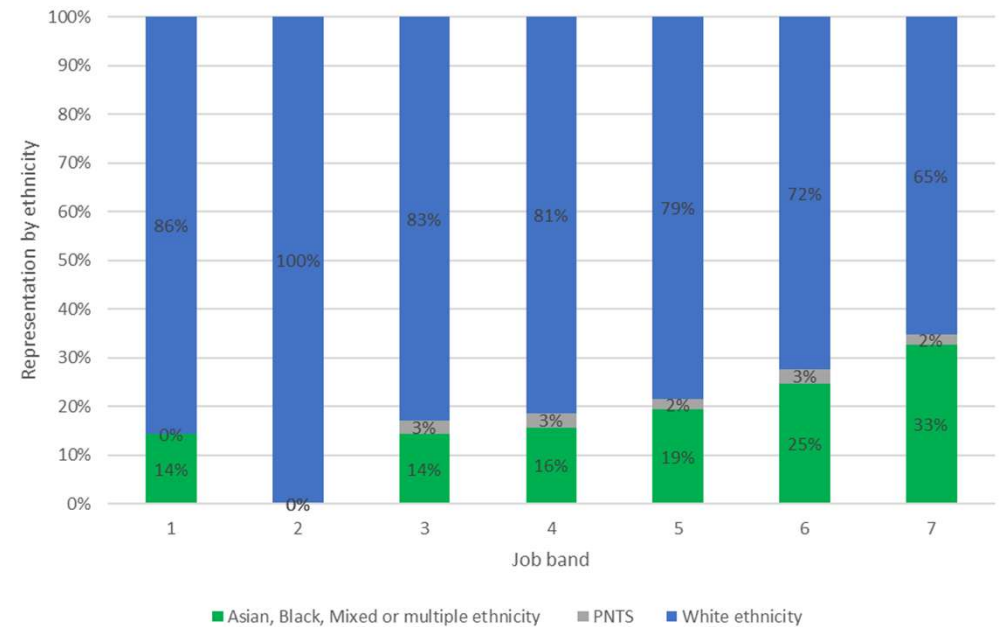
^[1]<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/bulletins/ethnicgroupenglandandwales/census2021#ethnic-group-data>

ETHNICITY REPRESENTATION

Representation by ethnicity



Representation of ethnicity by job band



RECOGNITION AWARDS

Ethnicity	% receiving award of total in charity	Mean award	Median award	Mean gap	Median gap
Asian, Black, Mixed or multiple ethnicity	8%	£336.36	£200	2%	0%
White ethnicity	16%	£344.64	£200		

- Small sample size limits the insights from some measures (e.g., median).
- Colleagues of White ethnicity were slightly more likely to receive an award, consistent with last year.
- Colleagues in Bands 4, 5, and 6 were most likely to receive an award, influencing trends.

WHAT WE'LL DO

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ACTIONS

To reflect the communities we serve and be a truly diverse and equitable charity, we will:

- Report our pay gaps each year to track our progress
- Try new approaches to recruitment to reach a wider pool of candidates and remove barriers in the process, with a focus on Bands 1 to 3. We've started sharing roles more widely, testing different job platforms and updating our job advertisement. A planned 2025 People and Organisational Development project will build on this.
- Use the data and insights from our pay gap reporting to inform the planned Pay and Benefits review, led by People and Organisational Development in 2025
- Assess our leadership development offer aiming to increasing representation of Asian, Black and Mixed or multiple ethnicity colleagues in Band 4 and above
- Review internal progression data to identify and remove any barriers in internal recruitment and promotion processes.

APPENDIX

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METHODOLOGY

- We followed government methodology to calculate pay gaps based on available ethnicity and gender data. For gender pay gap reporting, we report on a binary basis (male and female), excluding non-binary and 'prefer not to say' options. We remain committed to being inclusive of LGBTQ+ colleagues.
- All figures are rounded to the nearest whole number. To protect privacy, colleagues are grouped into: Asian, Black, Mixed or multiple ethnicities, and White. For ethnicity pay gaps within quartiles, we use an aggregate measure comparing White colleagues to all others.
- We recognise that broad categories contain multiple groups, adding complexity to pay inequality. Data for groups with fewer than 10 colleagues has been redacted.

PAY REPORTING

- **Pay Gap:** The difference in average pay between two groups, influenced by factors like occupational segregation, career progression barriers, social factors, and discrimination. A positive gap means male or white colleagues are paid more on average; a negative gap means female colleagues or colleagues from an ethnic group are paid more on average.
- **Median Pay Gap:** The middle value of all pay values, representing the typical colleague. Focused on in our analysis.
- **Mean Pay Gap:** The percentage gap in average salaries, considering the full pay range. Influenced by the highest and lowest salaries.
- **Calculation:** Based on each employee's hourly rate. Analysis covers the charity as a whole and each quartile (four equal pay bands from lowest to highest).
- **Recognition Scheme:** Historically, managers could award £200 or £500 as 'recognition awards'. This scheme has been paused since 2024. The small sample size affects the data's insights.
- **Representation Analysis:** The report examines representation across different groups and pay bands.

WRITTEN STATEMENT FOR ETHNICITY AND GENDER PAY GAP REPORTING

This statement confirms that the ethnicity and gender pay gap information for Diabetes UK for the year 2024 is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The data, based on a snapshot date of 31st March 2024, has been carefully prepared to ensure it correctly reflects our organisation's pay data.



Iréné Fufeyin

Director of People and Organisational Development

30/09/2025