

# **GENDER AND ETHNICITY PAY GAP REPORTING**

2025 report

# DEFINITIONS

**Pay gap reporting:** the statutory (for gender) or voluntary (for ethnicity) disclosure by employers of the percentage difference between the average hourly earnings of different employee groups.

**The pay gap:** The pay gap shows the average difference in pay between groups influenced by representation across roles and levels, progression barriers and wider social inequalities. It is *not* a measure of equal pay for the same role.

**Mean (average):** Calculated by dividing total pay by the number of employees; influenced by very high and low salaries and may not reflect the typical colleague's pay.

**Median:** The middle value when pay data is ordered from lowest to highest; less affected by extreme values and often used to reflect the typical colleague's pay.

# PAY GAP

<b>Gender Pay Gap</b>	<b>Median 0%</b>
	<b>Mean 4%</b> (For every £1 men earn, women earn around 96p on average)
<b>Ethnicity Pay Gap</b>	<b>Median 17%</b>
	<b>Mean 12%</b> (For every £1 White colleagues earn, ethnic minority colleagues earn around 88p on average)

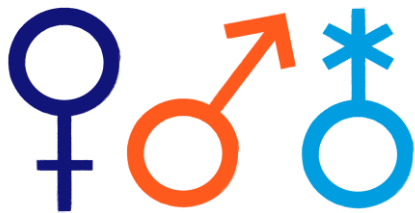
## Notes:

- 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.
- 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.
- Data is based on statutory snapshot as of 5 April 2025.
- Median is the figure reported externally as it presents a more accurate picture of pay equity.

# EXECUTIVE SUMMARY

## Gender

- Pay gap continues to improve year on year and is lower than the UK average.
- Mean gender pay gap has decreased from 7% to 4%.
- Median gender pay gap has remained at 0%.



## Ethnicity

- Proportion of colleagues is higher than census data and slightly improved upon last year.
- Mean aggregate ethnicity pay gap has increased from 9% to 12%.
- Median aggregate ethnicity pay gap has increased from 0% to 17%.
- This is a statutory snapshot from 5 April 2025. More recent data from January 2026 shows improvement, with the median reduced to 10% and the mean slightly reduced to 11%.



# GENDER PAY GAP 2025 SUMMARY

The pay gap reflects the average pay difference between two groups, influenced by factors like occupational segregation, career progression barriers, social factors, and discrimination. It does **not** measure the pay difference for the same job, which is an equal pay issue.

Gender and Ethnicity pay gaps reflect where colleagues are within pay bands.

Gender
Median 0%
Mean 4% (For every £1 men earn, women earn around 96p on average)
<b>Key driver: The 4% gap remains due to overrepresentation of female colleagues in the lower quartile and underrepresentation in the upper-middle quartile.</b>
<b>Changes since last report</b> <ul style="list-style-type: none"><li>▪ Pay gap continues to improve year on year and is lower than the UK average of 12.8%.</li><li>▪ There is proportional representation of female colleagues in the upper quartile and lower middle quartile.</li><li>▪ There is increased representation of female colleagues in the lower quartile and decreased in the upper middle quartile, reducing proportionality.</li></ul>

# ETHNICITY PAY GAP 2025 SUMMARY

## Ethnicity

Median 17%

Mean 12% (For every £1 White colleagues earn, ethnic minority colleagues earn around 88p on average)

**Key driver:** Leavers in Bands 3–4 and very limited hires in Bands 2–3 resulting in downward pressure on median pay with limited opportunities to rebalance representation.

### Changes since last report

- Median pay gap for colleagues from Asian, Black, and Mixed or multiple ethnicities has increased from 0% to 17%.
- Mean pay gap for colleagues from Asian, Black, and Mixed or multiple ethnicities has increased from 9% to 12%.
- There is higher representation in the lower quartile and lower representation in the upper and upper middle quartiles, reducing proportionality.
- % of joiners from Asian, Black, Mixed or Multiple ethnicity backgrounds were higher in bands 1-4 than the workforce average, which improves representation in these bands.
- However, % of joiners from Asian, Black, Mixed or Multiple ethnicity backgrounds were also higher in band 6 than the workforce average, which decreases representation in higher bands and increases the median pay gap.

# SENSITIVITY ANALYSIS

## Why

To check how much our pay gaps shift when a few outliers change.

## What we tested

Removal of top 3 and bottom 3 earners in both Gender & Ethnicity.

## What we found

### 1) Mean

Ethnicity	Gender
<ul style="list-style-type: none"><li>• Losing the top 3 highest-paid colleagues worsens the gap.</li><li>• This reflects the change programme, where more higher-paid global majority colleagues left, pushing the median down.</li><li>• If the trend continued, the mean gap would move closer to the median.</li></ul>	<ul style="list-style-type: none"><li>• Much less sensitive due to larger numbers.</li><li>• A loss of the top 3 highest-paid female colleagues would worsen the gap — but overall gender results remain relatively stable.</li></ul>

**2) Median** values are less sensitive in both Gender and Ethnicity because many colleagues are on the same salary point.

# 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 7% to 4%, showing improvement.
- Proportional representation of female colleagues in the upper quartile and lower middle quartile.
- Increased representation of female colleagues in lower quartile by 6% and decreased representation in upper middle quartile by 10%, leading to less proportional representation in these quartiles.



# GENDER PAY GAP

## Mean and median pay gaps by quartile

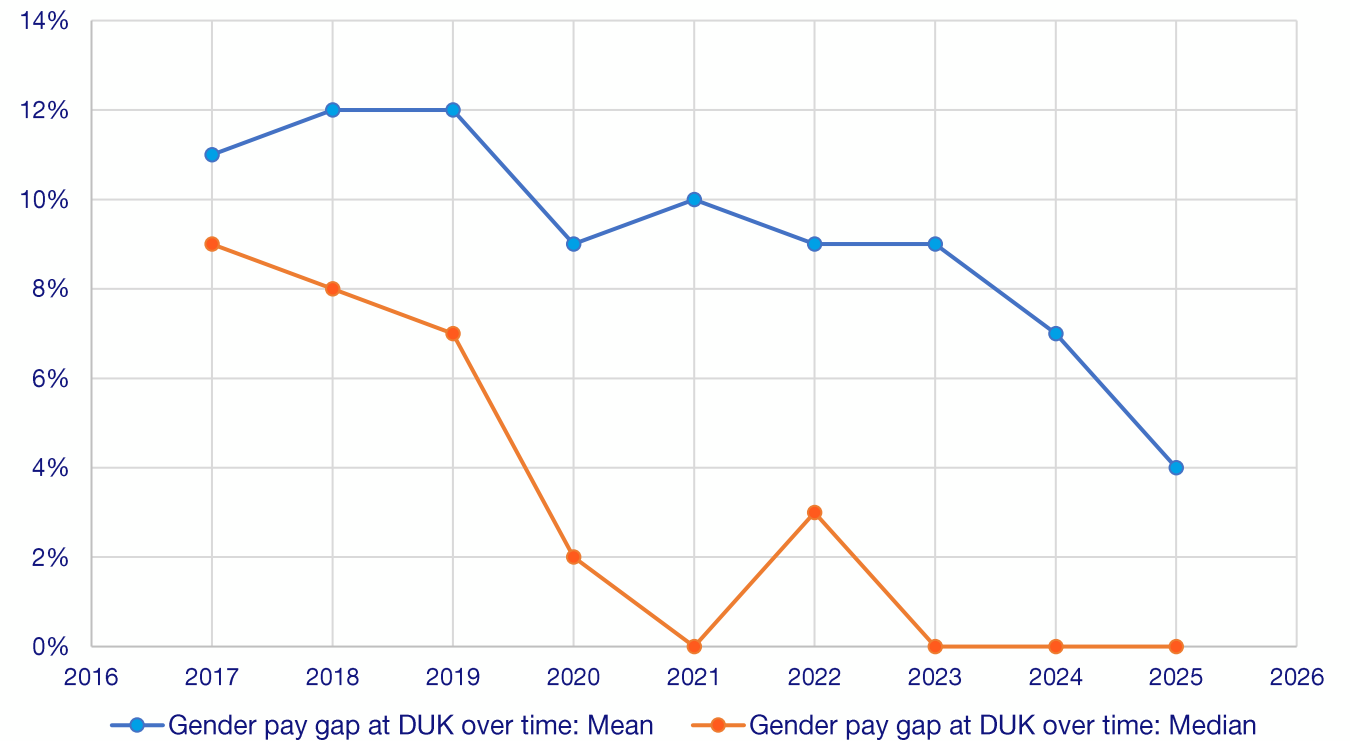
	Female			Male			Gender pay gap	
	% of workforce	Mean hourly salary	Median hourly salary	% of workforce	Mean hourly salary	Median hourly salary	Mean	Median
<b>Whole organisation</b>	68%	£24.13	£21.95	32%	£25.22	£21.95	<b>4%</b>	<b>0%</b>
<b>Lower quartile</b>	75%	£16.80	£16.48	25%	£16.72	£17.33	<b>0%</b>	<b>5%</b>
<b>Lower middle quartile</b>	69%	£20.39	£21.20	31%	£20.75	£21.95	<b>2%</b>	<b>3%</b>
<b>Upper middle quartile</b>	61%	£25.27	£24.19	39%	£24.10	£22.45	<b>-5%</b>	<b>-8%</b>
<b>Upper quartile</b>	68%	£35.17	£31.93	32%	£37.58	£35.48	<b>7%</b>	<b>10%</b>

According to the Office of National Statistics (ONS), the median pay gap in the UK was 12.8% in April 2025. <https://commonslibrary.parliament.uk/research-briefings/sn07068/>

# GENDER PAY GAP

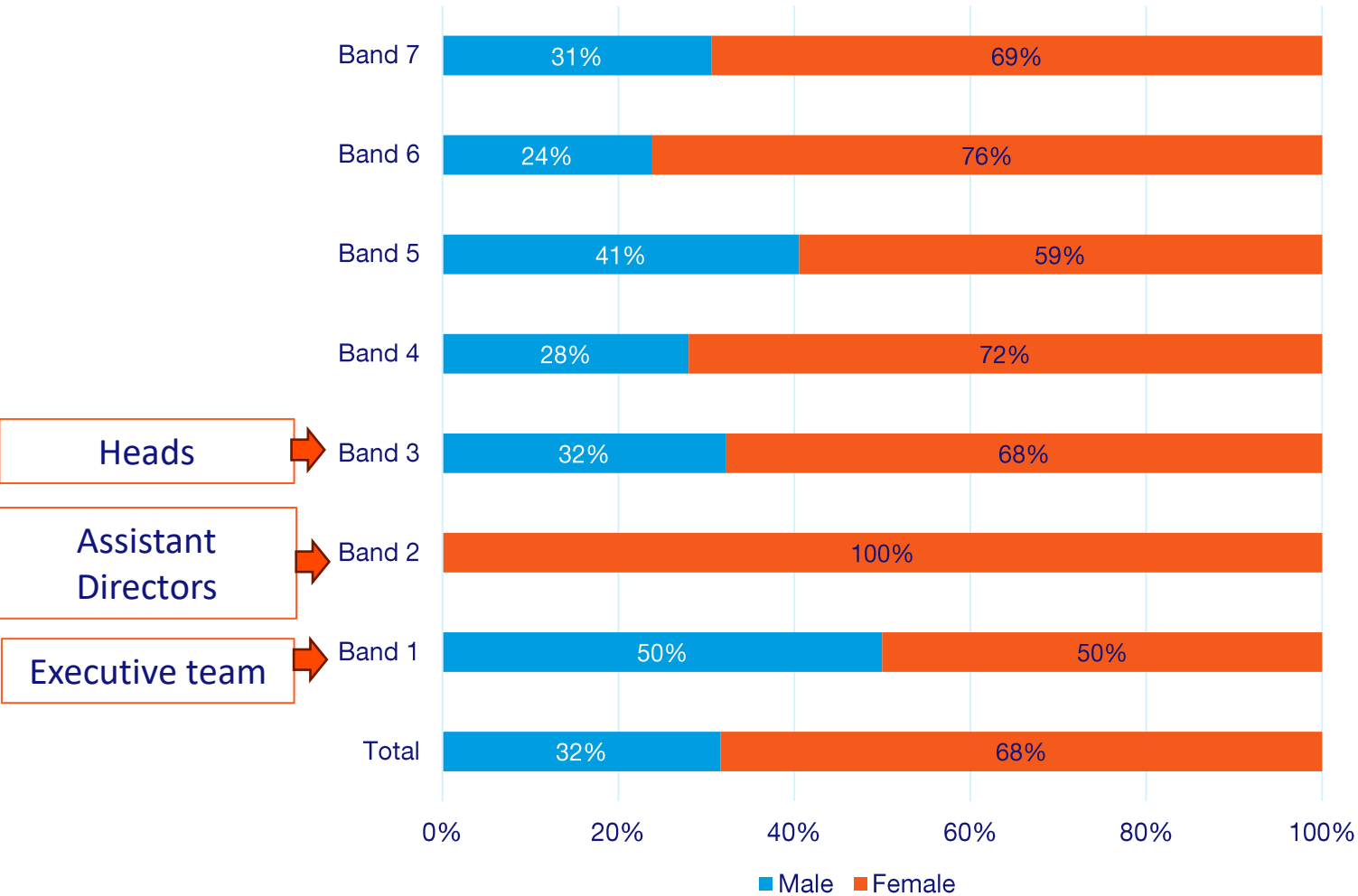
## Gender pay gap over time

Year	Mean	Median
2025	4%	0%
2024	7%	0%
2023	9%	0%
2022	9%	3%
2021	10%	0%
2020	9%	2%
2019	12%	7%
2018	12%	8%
2017	11%	9%

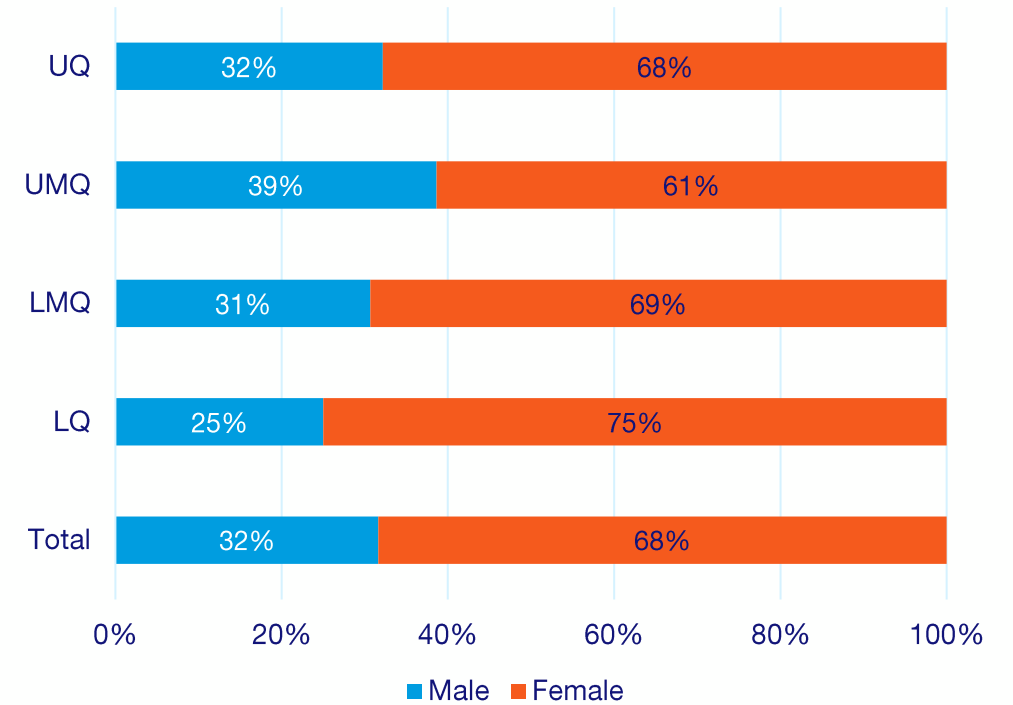


# GENDER REPRESENTATION

Representation of gender by job band



Representation of gender by quartiles



# HERE'S THE DETAIL: ETHNICITY PAY GAP

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# ETHNICITY PAY GAP

- Pay Distribution Shift (Bands 5–6)
  - ✓ There is a 17% gap between the most common salaries in Bands 5 and 6.
  - ✓ Median has moved from upper middle quartile/Band 5 in 2024 to lower middle quartile/Band 6 in 2025.
- What's Driving the Change
  - ✓ The 2024 change programme led to 158 leavers and only 55 joiners. The organisation underwent robust EDI Assessments pre, during and post consultation to ensure the selection of roles at risk of redundancy did not unfairly impact any particular group.
  - ✓ The median is pushed down due to only a quarter of leavers in band 4 being replaced as well as a very small number of hires in bands 2 and 3. **This means fewer opportunities to hire/progress into the higher bands.**
- Joiner Profile
  - ✓ 36% of Band 4 joiners were Asian, Black, Mixed or multiple ethnicity — higher than the workforce average. **Positive: improves representation in Bands 1–4.**
  - ✓ 44% of Band 6 joiners were Asian, Black, Mixed or multiple ethnicity — also higher than the workforce average. **This, combined with a very small number of joiners in bands 2 & 3, increases the median pay gap.**
- Leaver Profile
  - ✓ 23% of all leavers were from Asian, Black, Mixed or multiple ethnicity backgrounds — similar workforce representation (21%)
- Overall slight negative shift due to leavers in Bands 3–4 and very limited hires in Bands 2–3 resulting in downward pressure on median pay with limited opportunities to rebalance representation.

# ETHNICITY PAY GAP

## Mean and median pay gaps by quartile

	Asian, Black, mixed or multiple ethnicity colleagues*			White colleagues			Prefer not to say			Pay gap	
	% of workforce	Mean hourly salary	Median hourly salary	% of workforce	Mean hourly salary	Median hourly salary	% of workforce	Mean hourly salary	Median hourly salary	Mean	Median
Whole organisation	21%	£22.01	£18.31	77%	£25.12	£21.95	2%	£25.23	£21.95	12%	17%
Lower quartile	34%	£16.93	£18.85	64%	£16.71	£16.48	2%	£16.66	£16.66	-1%	-14%
Lower middle quartile	22%	£19.94	£19.69	75%	£20.66	£21.95	3%	£20.74	£21.95	3%	10%
Upper middle quartile	16%	£24.75	£24.07	83%	£24.87	£22.86	1%	£21.95	£21.95	0%	-5%
Upper quartile	12%	£37.38	£36.46	85%	£35.73	£34.57	3%	£36.54	£35.12	-5%	-5%

\*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 PAY GAP TREND

Year	Mean ethnicity pay gap				
	Aggregate group	Asian ethnicity	Black ethnicity	Mixed or multiple ethnicity	Prefer not to say
2025	12%	12%	13%	13%	0%
2024	9%	9%	7%	14%	1%
2023	9%	6%	10%	13%	N/A

Year	Median ethnicity pay gap				
	Aggregate group	Asian ethnicity	Black ethnicity	Mixed or multiple ethnicity	Prefer not to say
2025	17%	17%	17%	2%	0%
2024	0%	0%	0%	0%	0%
2023	0%	0%	5%	6%	N/A

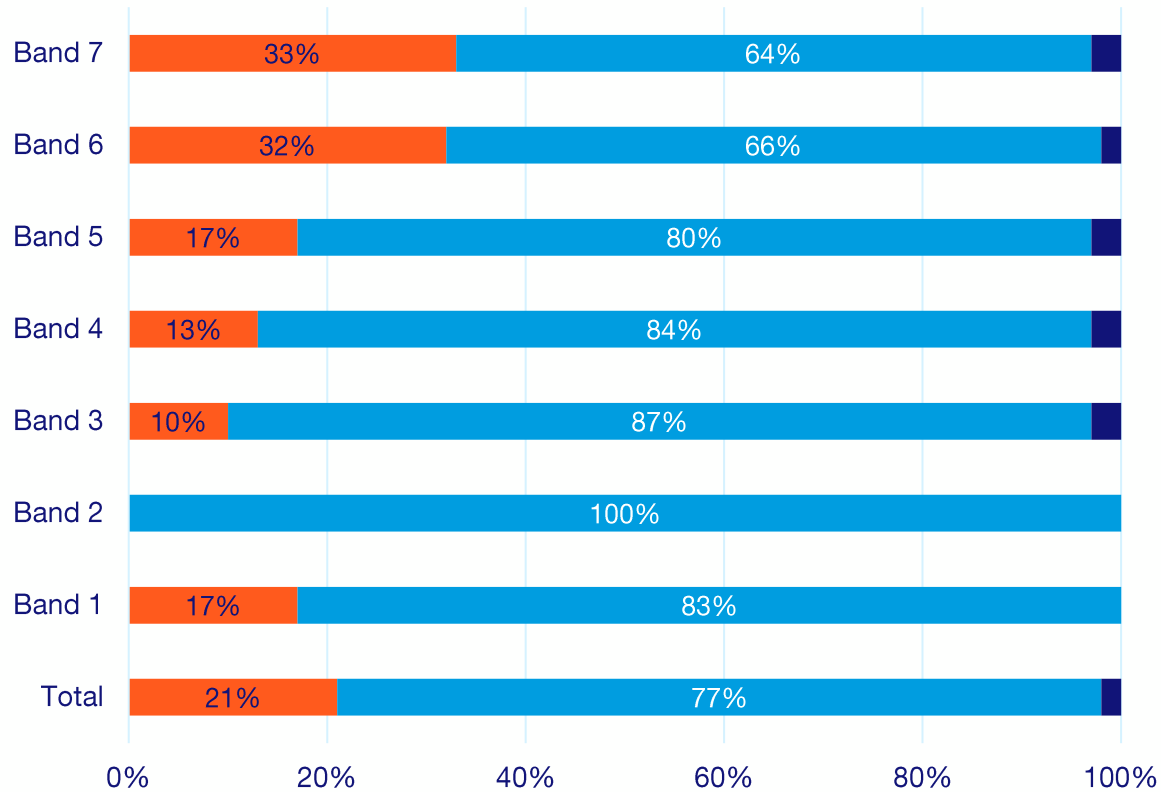
# ETHNICITY REPRESENTATION

Ethnicity	2025		2024		Census 2023 (England and Wales only)
	Total	Percentage of total	Total	Percentage of total	
<b>Whole charity</b>	351	100%	452	100%	N/A
<b>Asian or Asian British</b>	36	10%	43	10%	9%
<b>Black, African, Caribbean, or Black British</b>	23	7%	33	7%	4%
<b>Mixed or multiple</b>	14	4%	15	3%	3%
<b>White</b>	269	77%	350	77%	82%
<b>Prefer not to say</b>	9	2%	11	2%	N/A

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

# ETHNICITY REPRESENTATION: JOB BANDS

Representation of ethnicity by job band (%)



- Asian, Black, mixed or multiple ethnicity colleagues
- White colleagues
- Prefer not to say

	No. of Asian, Black, mixed or multiple ethnicity colleagues	No. of White colleagues	No. of prefer not to say
Band 7	12	23	1
Band 6	28	58	2
Band 5	19	89	3
Band 4	10	63	2
Band 3	3	27	1
Band 2	0	4	0
Band 1	1	5	0
<b>Total</b>	<b>73</b>	<b>269</b>	<b>9</b>

# ETHNICITY REPRESENTATION 2024 VERSUS 2025

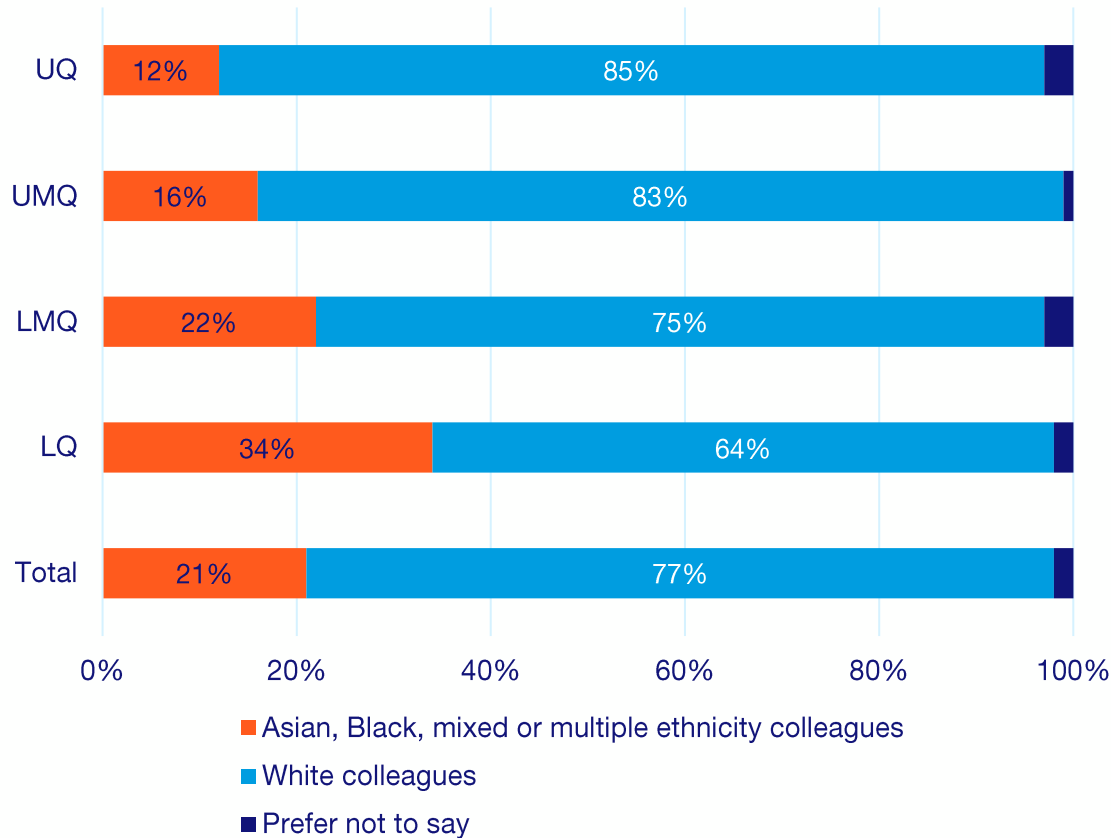
Workforce information pre and post Change Programme.

	Representation of ethnicity by job band															
	Total		Band 1		Band 2		Band 3		Band 4		Band 5		Band 6		Band 7	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Asian, Black, mixed or multiple ethnicity colleagues	↑ 21% (73)	20% (91)	↑ 17% (1)	14% (1)	= 0% (0)	0% (0)	↓ 10% (3)	14% (5)	↓ 13% (10)	16% (16)	17% (19)	19% (29)	32% (28)	25% (26)	33% (12)	33% (16)
White colleagues	77% (269)	77% (350)	83% (5)	86% (6)	100% (4)	100% (7)	87% (27)	83% (29)	84% (63)	81% (83)	80% (89)	79% (117)	66% (58)	72% (76)	64% (23)	65% (32)
Prefer not to say	2% (9)	2% (11)	0%	0%	0%	0%	3% (1)	3% (1)	3% (2)	3% (3)	3% (3)	2% (3)	2% (2)	3% (3)	3% (1)	2% (1)

- ↑ Percentage increase = positive (increase in representation across the population of the charity/band)
- ↓ Percentage decrease = negative (decrease in representation in higher bands)
- = Remained the same = negative (representation in this band remained low)

# ETHNICITY REPRESENTATION: QUARTILES






Representation of ethnicity by quartiles



	Asian, Black, mixed or multiple ethnicity colleagues	White colleagues	Prefer not to say
UQ	10	74	3
UMQ	14	73	1
LMQ	19	66	3
LQ	30	56	2
Total	73	269	9

# ETHNICITY REPRESENTATION 2024 VERSUS 2025

Workforce information pre and post Change Programme.

	Representation of ethnicity by quartiles									
	Total		LQ		LMQ		UMQ		UQ	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Asian, Black, mixed or multiple ethnicity colleagues	 21% (73)	20% (91)	 34% (30)	15% (17)	 22% (19)	22% (25)	 16% (14)	27% (30)	 12% (10)	19% (21)
White colleagues	77% (269)	77% (350)	64% (56)	84% (95)	75% (66)	75% (85)	83% (73)	71% (80)	85% (74)	78% (88)
Prefer not to say	2% (9)	2% (11)	2% (2)	1% (1)	3% (3)	3% (3)	1% (1)	3% (3)	3% (3)	4% (4)

 Percentage increase = positive (increase in representation across the population of the charity)

 Remained the same = positive (representation in this band remained proportional to population of the charity)

 Percentage increase = negative (increase in representation in lower quartiles)

 Percentage decrease = negative (decrease in representation in higher quartiles)

# WHAT WE'LL DO

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# ACTIONS

- Report our pay gaps each year to track our progress, committing to sharing results in-year for more immediate action against results. The pay gap of 2026 will be provided in Q3(2026).
- Pilot new approaches to reach a wider pool of candidates including trialing diversity job boards and our commitment to the Disability Confident Scheme.
- Identify and remove barriers across shortlisting and interview stages through targeted training, streamlined processes, sending questions in advance and tracking the diversity of our interview panels.
- Assess our leadership development offer aiming to increase representation of Asian, Black and Mixed or multiple ethnicity colleagues.
- Review internal progression data to identify and remove any barriers in internal recruitment and promotion processes.
- Sign the Race at Work Charter and become members of Race Equality Matters to embed and build upon our work towards becoming an anti-racist organisation.



# 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 (excluding prefer not to say).
- We recognise that broad categories contain multiple groups, adding complexity to pay inequality.



# 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 Asian, Black, Mixed or multiple ethnicity colleagues 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).
- **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 2025 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 5<sup>th</sup> April 2025, has been carefully prepared to ensure it correctly reflects our organisation's pay data.



Iréné Fufeyin

Director of People and Organisational Development

09/03/2026