

GENDER AND ETHNICITY PAY GAP REPORTING

2026 report

INTRODUCTION

We recognise that tackling health inequities must start from within Diabetes UK and the wider professional diabetes community.

To make this happen we need to continue to attract, recruit, and develop colleagues so that we are representative and tuned-in to the lived experiences of people affected by diabetes.

A more diverse workforce fosters greater trust and engagement and supports culturally competent care and research activity that reflects the realities of the communities we serve.

Understanding, reporting, and acting on our pay gaps for colleagues with protected characteristics is a key part of how we will achieve this. This is alongside our wider commitment to tackling inequity.



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.

A positive gap means male or white colleagues are paid more on average; a negative gap means female, Asian, Black, mixed or multiple ethnicity colleagues are paid more on average.

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.

METHODOLOGY

- The Gender Pay Gap is based on male and female data only, in line with government methodology. We recognise that gender is wider than 'men' or 'women' and that gender identity may not align with legal sex.
- Ethnicity pay gap – to protect confidentiality, we sometimes use a measure comparing White colleagues to an aggregate group that includes Asian, Black, mixed, multiple or other ethnicities. We recognise that colleagues may prefer to describe themselves using different terms.
- Data is based on statutory snapshot as of 5 April 2026.
- The Median is the figure reported externally as it presents a more accurate picture of pay equity as it is less affected by a small number of higher or lower salaries and provides a more representative picture of typical colleague pay .
- All figures are rounded to the nearest whole number.



EXECUTIVE SUMMARY

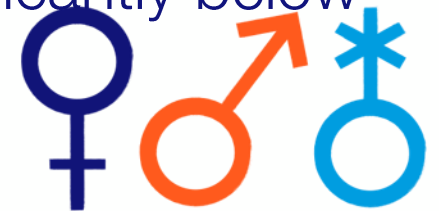
Overall, Diabetes UK continues to maintain a median gender pay gap of 0% and has reduced its aggregate ethnicity pay gap from 17% to 13%, although representation in higher-paid roles remains the key driver of both pay gaps rather than unequal pay for comparable work.

Ethnicity

- Median ethnicity pay gap has decreased from 17% to 13% (For every £1 White colleagues earn, colleagues from Asian, Black, mixed or multiple ethnicities earn 87p).
- Mean ethnicity pay gap has remained at 12%.
- Proportion of colleagues from Asian, Black, mixed or multiple ethnicities remains above census benchmark.

Gender

- Median gender pay gap has remained at 0% (For every £1 men earn, women earn £1).
- Mean gender pay gap has increased from 4% to 9%.
- Pay gap remains significantly below the UK average.

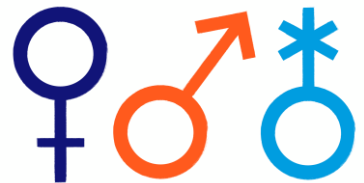


HERE'S THE DETAIL: GENDER PAY GAP

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GENDER PAY GAP SUMMARY

- **Median Gender Pay Gap:** 0%, same as 2025, indicating stability.
- **Mean Gender Pay Gap:** Increased from 4% to 9%.
- Sector comparison suggests our results are very strong.
- Similar overall proportion of colleagues across the organisation as seen in 2025 and in line with the wider sector* (68% female in 2025, 71% female in 2026).
- The increase in the mean gender pay gap reflects changes in representation across higher and lower paid roles rather than differences in pay for comparable roles.
- Women remain proportionately represented across the organisation overall, but a small reduction in female representation in the upper quartile has increased the average gender pay gap.



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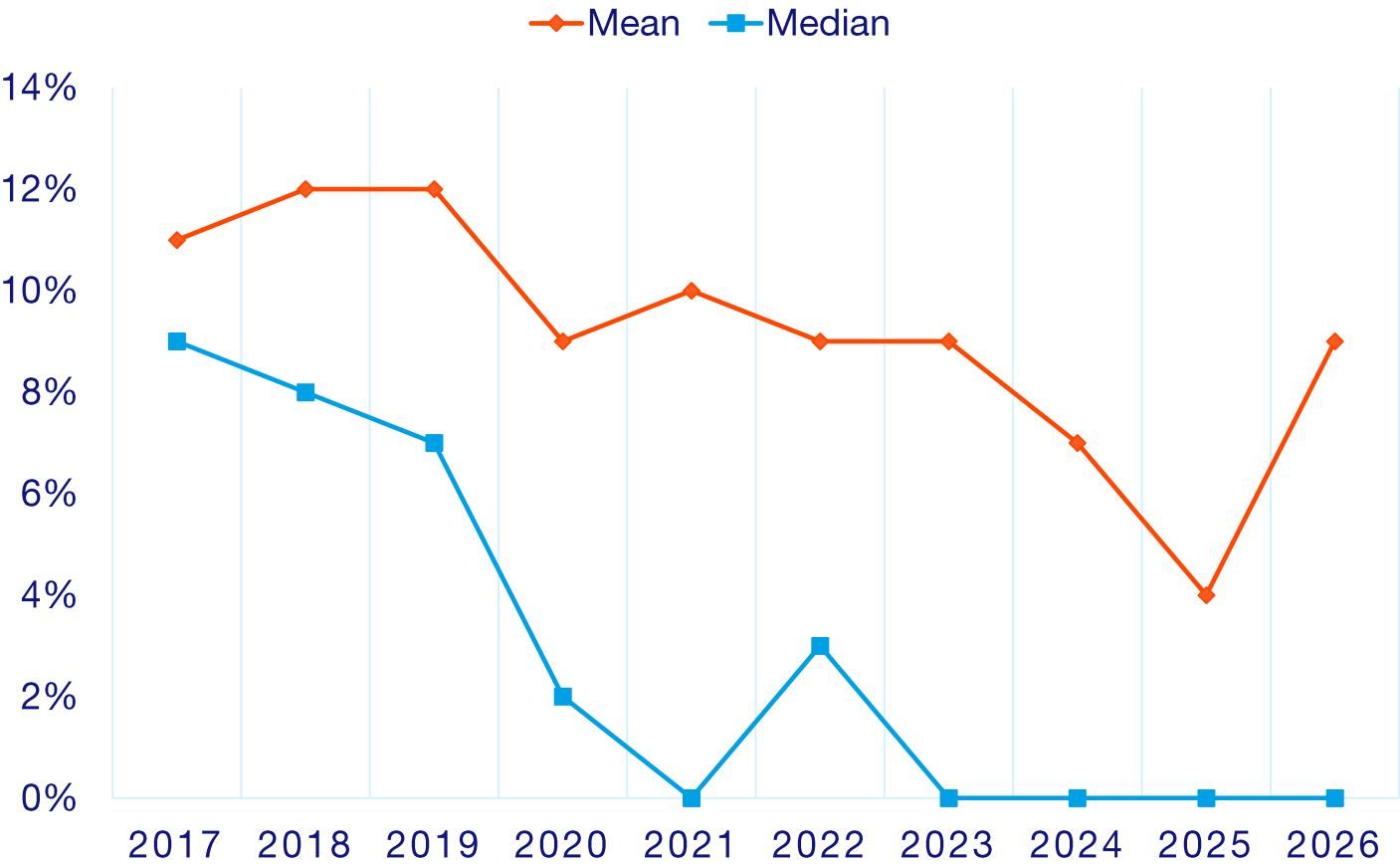
*As of March 2025, the charity sector workforce was made up of 68% women and 32% men – [Civil Society](#)

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	71%	£24.53	£22.55	29%	£27.08	£22.55	9%	0%
Lower quartile	79%	£17.22	£18.06	21%	£17.36	£17.67	1%	-2%
Lower middle quartile	74%	£21.00	£21.88	26%	£21.61	£22.55	3%	3%
Upper middle quartile	64%	£25.54	£23.31	36%	£25.00	£23.35	-2%	0%
Upper quartile	65%	£36.56	£36.44	35%	£39.07	£36.44	6%	0%

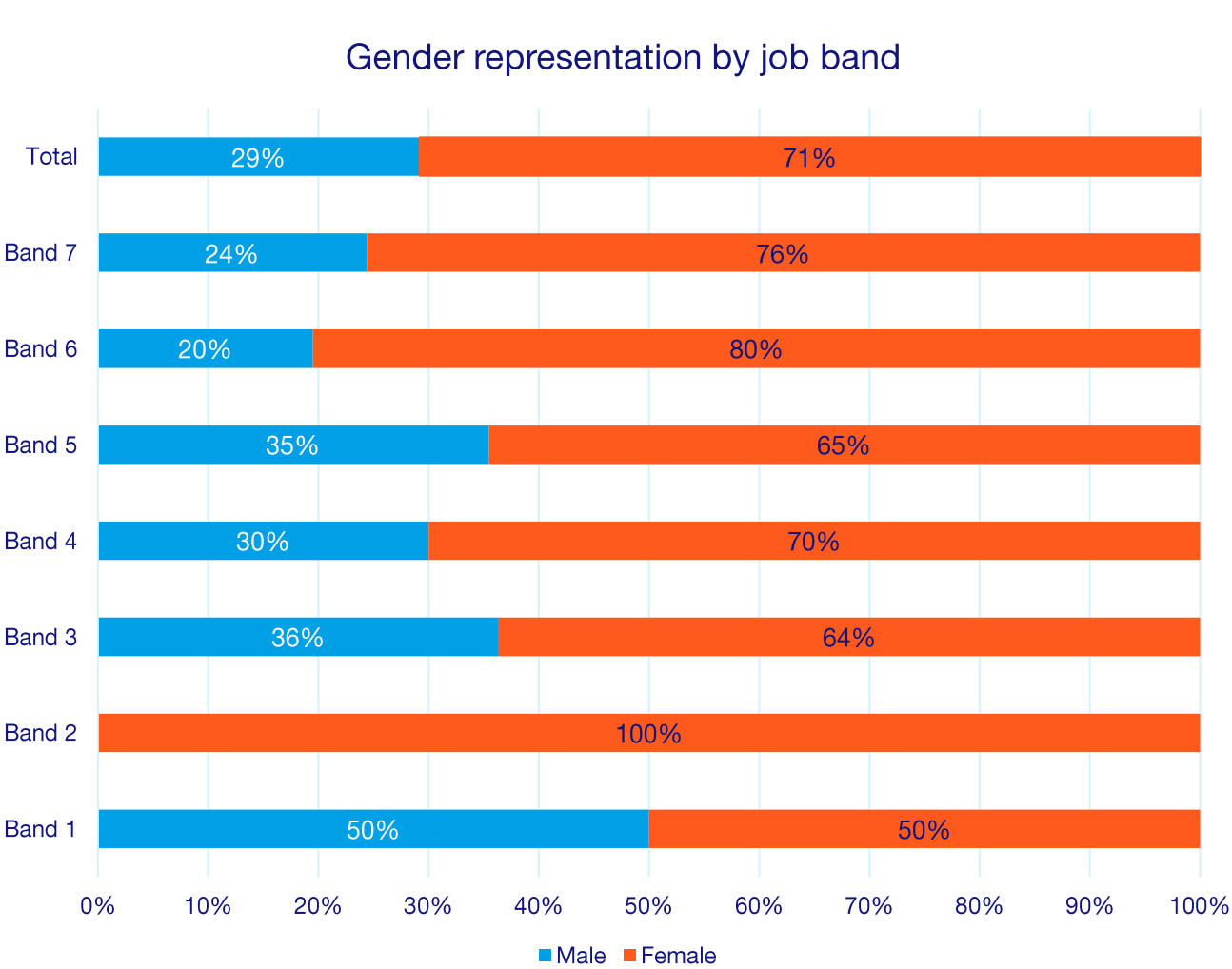
According to the [Office of National Statistics \(ONS\)](#), the median pay gap in the UK was **12.8%** in April 2025 (2026 figures yet to be released). [2024 statistics](#) suggest the average median pay gap for the charity sector was **6.3%**.

GENDER PAY GAP OVER TIME



Year	Mean	Median
2026	9%	0%
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: JOB BAND

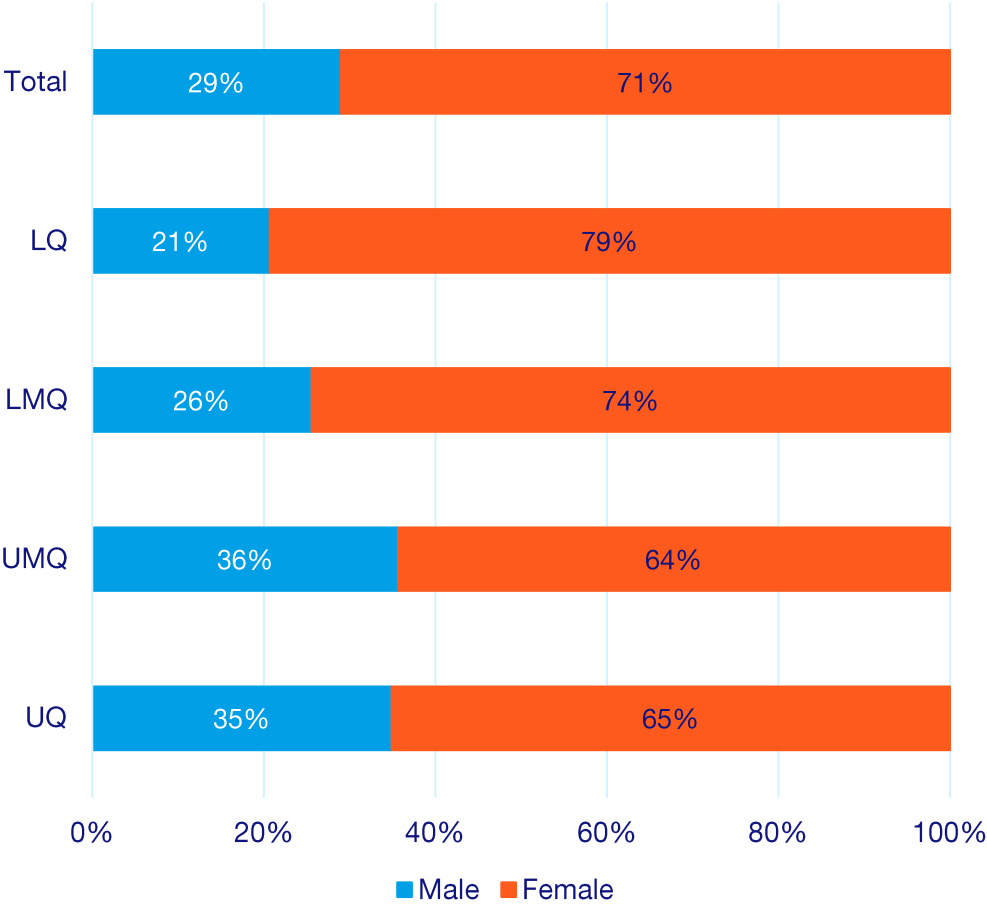


(Band 1: Executive Team, Band 2: Assistant Directors, Band 3: Heads of)

	Male	Female
Total	101	245
7	10	31
6	16	66
5	39	71
4	21	49
3	12	21
2	0	4
1	3	3

GENDER REPRESENTATION: QUARTILES

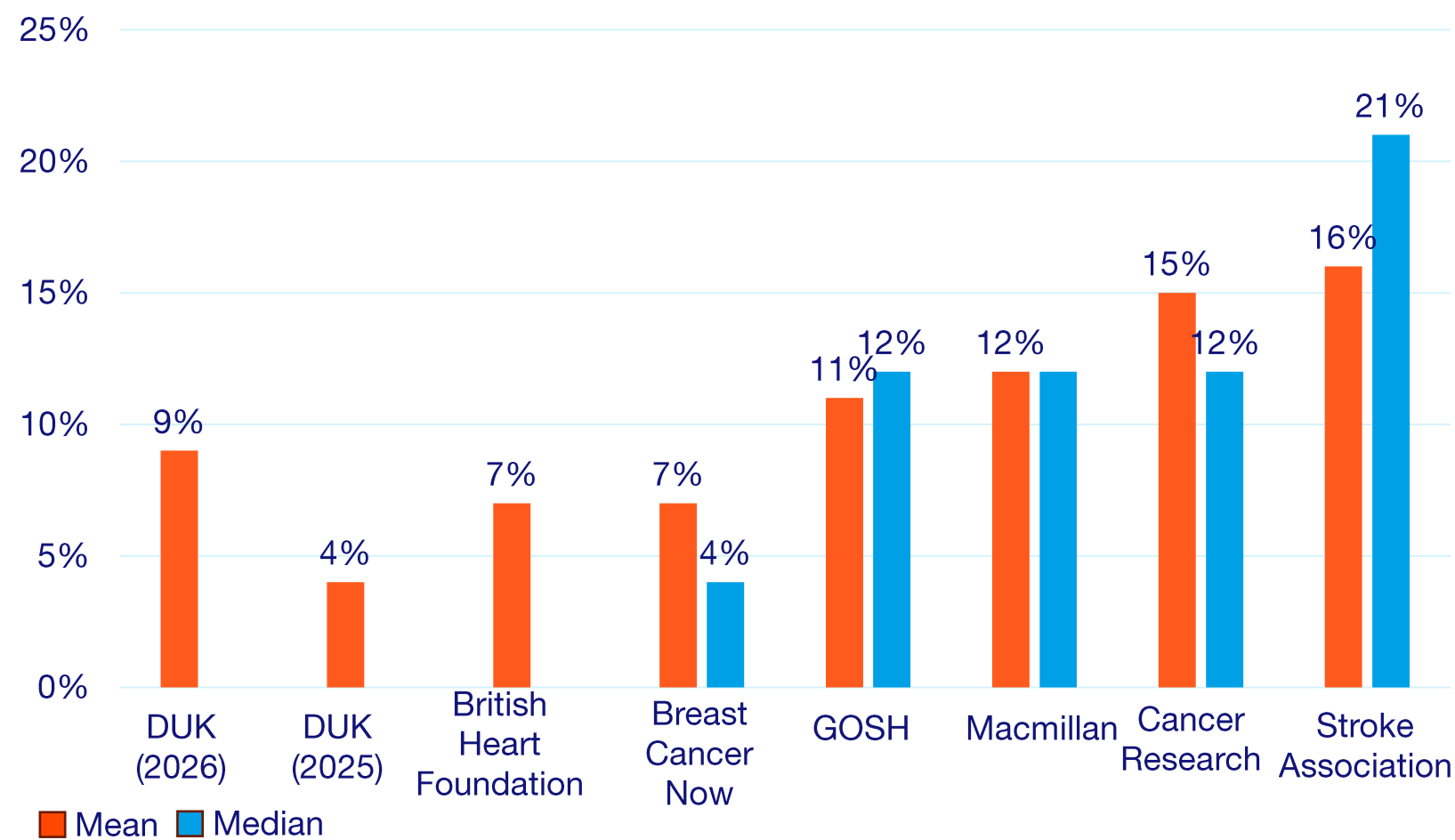
Gender representation by quartiles



	Male	Female
Total	101	245
LQ	18	69
LMQ	22	64
UMQ	31	56
UQ	30	56

SECTOR COMPARISON

Despite the increase in the mean, Diabetes UK remains at or below many sector comparators



Charity	No. of staff
DUK (2026)	346
DUK (2025)	351
British Heart Foundation	8500-8800
Breast Cancer Now	250-499
GOSH	275
Macmillan	1368
Cancer Research	4092
Stroke Association	500-999

(Statistics refer to 2025 unless otherwise specified. No 2026 numbers available at time of report)

HERE'S THE DETAIL: ETHNICITY PAY GAP

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ETHNICITY PAY GAP SUMMARY

- **Median Ethnicity Pay Gap:** Reduced from 17% to 13%, indicating positive progress.
- **Mean Ethnicity Pay Gap:** Remains at 12%.
- Representation of colleagues from Asian, Black, mixed or multiple ethnicities remains above census benchmarks and stable at 21% of the workforce.
- Representation remains strongest in lower-paid roles and weakest in higher-paid roles, with colleagues from Asian, Black, mixed or multiple ethnicities continuing to be underrepresented in the upper quartile.
- Progress has been made in some middle and senior job bands, but representation in the upper quartile has remained unchanged.
- **The key driver of the ethnicity pay gap continues to be representation and within higher-paid and senior roles rather than unequal pay for comparable work.**

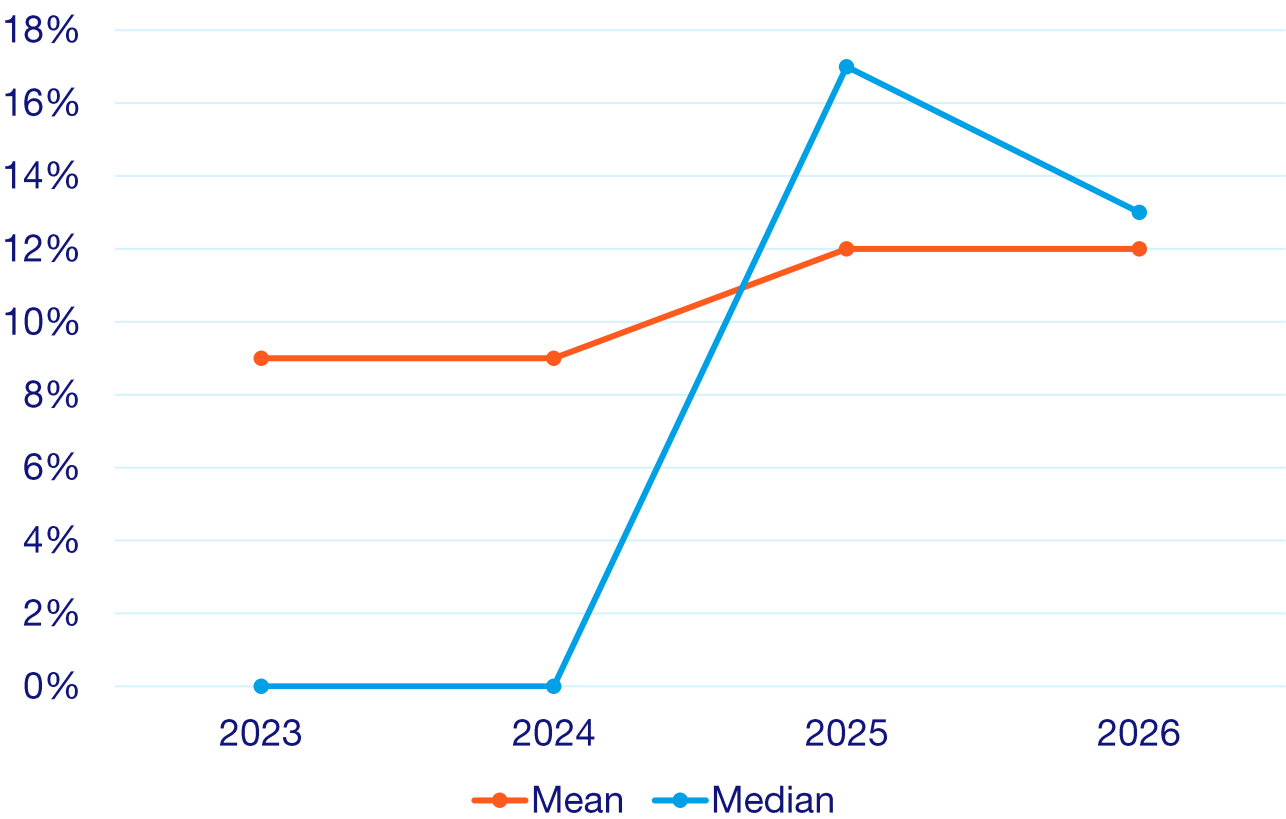


MEAN AND MEDIAN PAY GAPS BY QUARTILE

	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%	£22.82	£19.52	77%	£25.89	£22.55	2%	£26.71	£22.55	12%	13%
Lower quartile	31%	£17.49	£18.81	68%	£17.17	£17.80	1%	£15.42	£15.42	-2%	-6%
Lower middle quartile	23%	£20.54	£20.26	73%	£21.35	£22.55	3%	£21.03	£21.73	4%	10%
Upper middle quartile	17%	£25.03	£24.56	80%	£25.39	£23.25	2%	£26.12	£26.12	1%	-6%
Upper quartile	12%	£38.47	£37.45	86%	£37.18	£36.44	2%	£41.46	£41.46	-3%	-3%

*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.**

AGGREGATE ETHNICITY PAY GAP OVER TIME



Year	Mean	Median
2026	12%	13%
2025	12%	17%
2024	9%	0%
2023	9%	0%

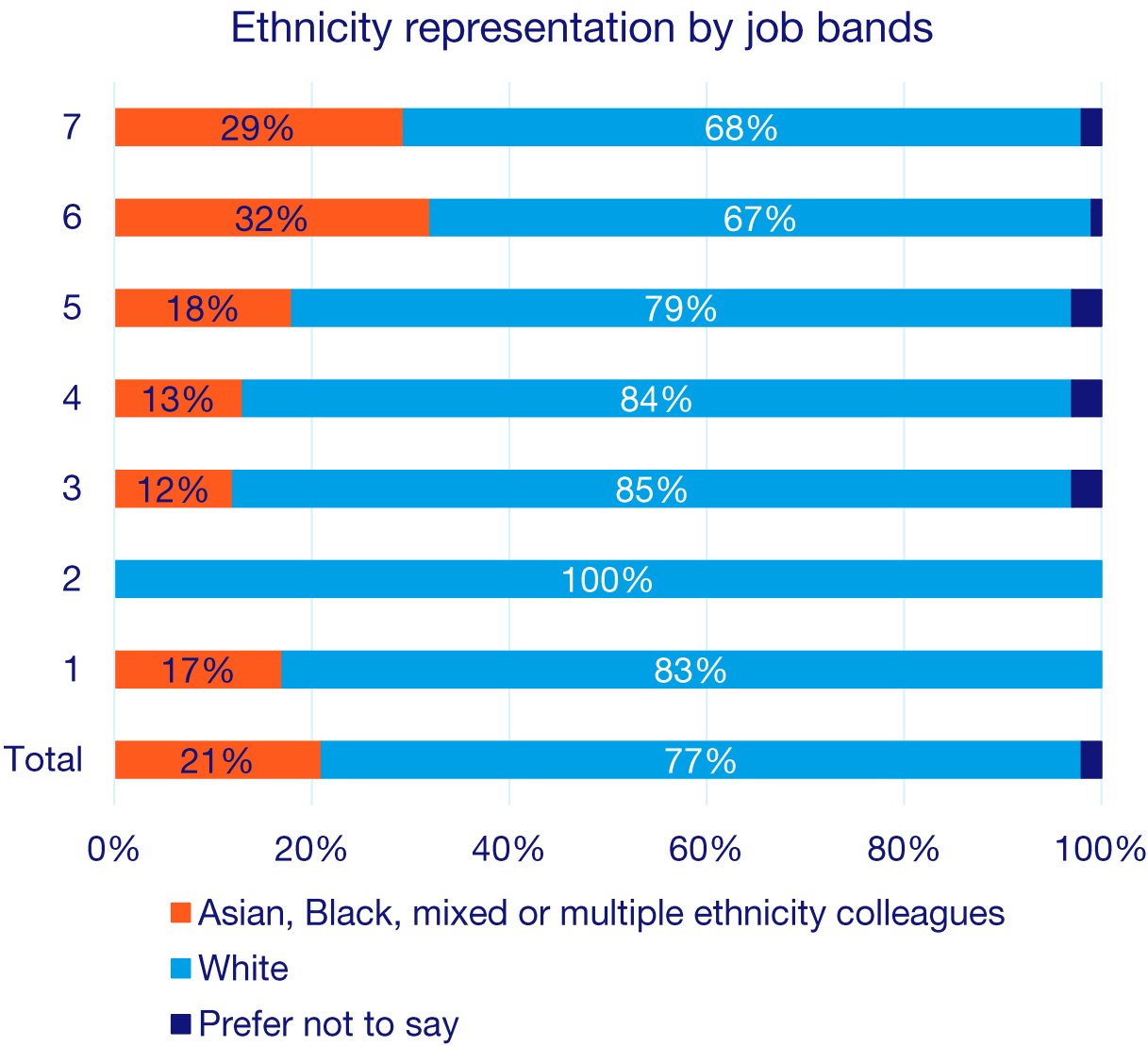
ETHNICITY PAY GAP OVER TIME: MEDIAN

Year	Mean				Median			
	Asian	Black	Mixed, multiple or other ethnicity	Aggregate	Asian	Black	Mixed, multiple or other ethnicity	Aggregate
2026	10%	14%	11%	12%	12%	17%	0%	13%
2025	12%	13%	13%	12%	17%	17%	2%	17%
2024	9%	7%	14%	9%	0%	0%	0%	0%
2023	6%	10%	13%	9%	0%	5%	6%	0%

ETHNICITY REPRESENTATION

Ethnicity	5th April 2026		5th April 2025		5th April 2024		<u>Census 2023</u> (England and Wales only)
	Number	%	Number	%	Number	%	
Whole charity	346	100%	351	100%	452	100%	N/A
Asian or Asian British	32	9%	36	10%	43	10%	9%
Black, African, Caribbean, or Black British	25	7%	23	7%	33	7%	4%
Mixed, multiple or other ethnic group	15	4%	14	4%	15	3%	3%
White	266	77%	269	77%	350	77%	82%
Prefer not to say	8	2%	9	2%	11	2%	N/A

ETHNICITY REPRESENTATION: JOB BANDS



	No. of Asian, Black, mixed or multiple ethnicity colleagues	No. of White colleagues	No. of prefer not to say
Band 7	12	28	1
Band 6	26	55	2
Band 5	20	87	3
Band 4	9	59	1
Band 3	4	28	1
Band 2	0	4	0
Band 1	1	5	0
Total	72	266	8

ETHNICITY REPRESENTATION 2025 VERSUS 2026

	Representation of ethnicity by job band															
	Total		Band 1		Band 2		Band 3		Band 4		Band 5		Band 6		Band 7	
	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025
Asian, Black, mixed or multiple ethnicity colleagues	 21% (72)	 21% (73)	 17% (1)	 17% (1)	 0% (0)	 0% (0)	 12% (4)	 10% (3)	 13% (9)	 13% (10)	 18% (20)	 17% (19)	 32% (26)	 32% (28)	 29% (12)	 33% (12)
White colleagues	77% (266)	77% (269)	83% (5)	83% (5)	100% (4)	100% (4)	85% (28)	87% (27)	84% (59)	84% (63)	79% (87)	80% (89)	67% (55)	66% (58)	68% (28)	64% (23)
Prefer not to say	2% (8)	2% (9)	0% (0)	0% (0)	0% (0)	0% (0)	3% (1)	3% (1)	3% (1)	3% (2)	3% (3)	3% (3)	2% (2)	2% (2)	3% (1)	3% (1)

Remained the same = positive (overall representation remains above census data)

Remained the same = negative (representation in this band remains over/underrepresented)

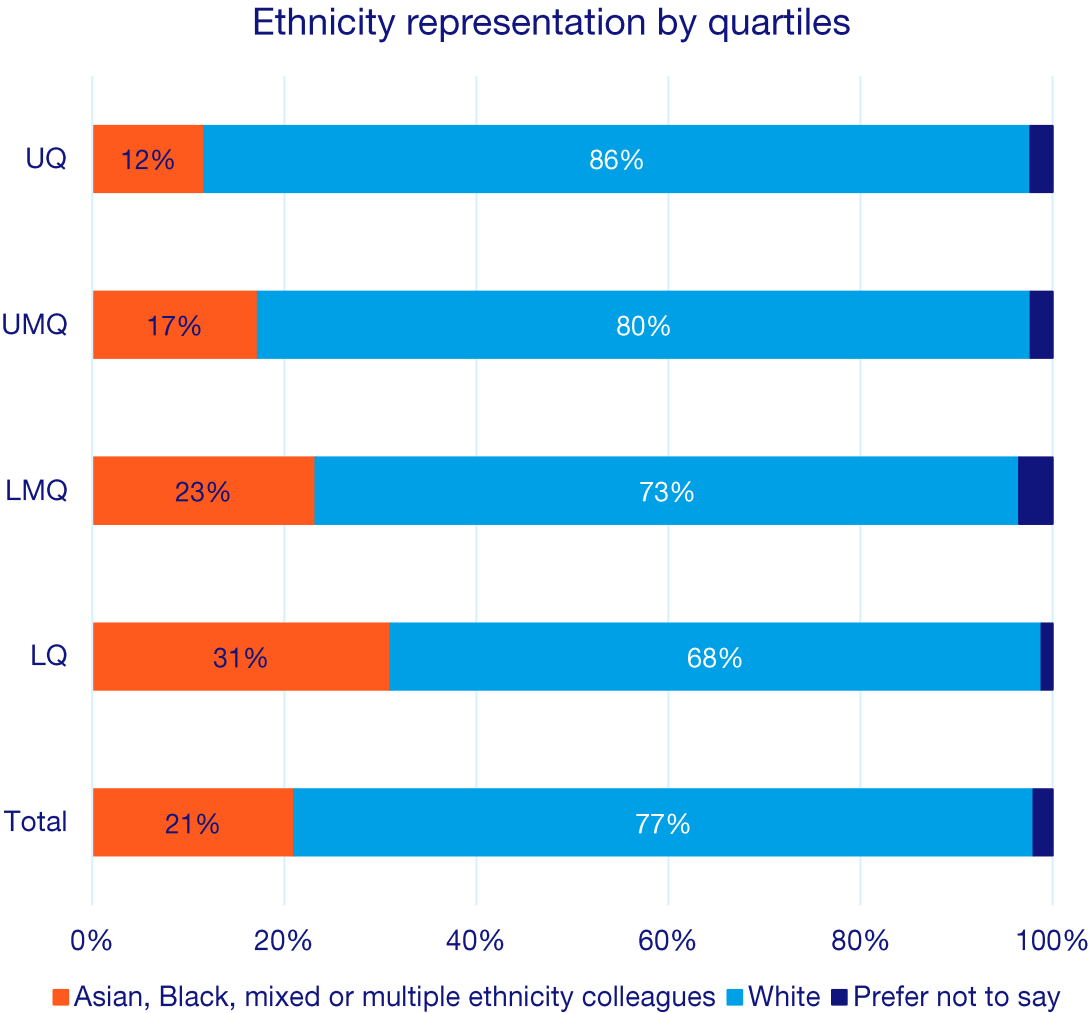
Percentage increase = positive (increase in representation, closer to proportionate representation)

Percentage decrease = positive (decrease in representation, closer to proportionate representation)

Diabetes UK

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ETHNICITY REPRESENTATION: QUARTILES



	Asian, Black, mixed or multiple ethnicity colleagues	White colleagues	Prefer not to say
UQ	10	74	2
UMQ	15	70	2
LMQ	20	63	3
LQ	27	59	1
Total	72	266	8

ETHNICITY REPRESENTATION 2025 VERSUS 2026

	Representation of ethnicity by quartiles									
	Total		LQ		LMQ		UMQ		UQ	
	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025
Asian, Black, mixed or multiple ethnicity colleagues	 21% (72)	 21% (73)	 31% (27)	 34% (30)	 23% (20)	 22% (19)	 17% (15)	 16% (14)	 12% (10)	 12% (10)
White colleagues	 77% (266)	 77% (269)	 68% (59)	 64% (56)	 73% (63)	 75% (66)	 80% (70)	 83% (73)	 86% (74)	 85% (74)
Prefer not to say	 2% (8)	 2% (9)	 1% (1)	 2% (2)	 3% (3)	 3% (3)	 2% (2)	 1% (1)	 2% (2)	 3% (3)



Remained the same = positive (overall representation remains above census data)



Percentage decrease = positive (decrease in representation, closer to proportionate representation)



Percentage increase = negative (increase in representation, further from proportionate representation)

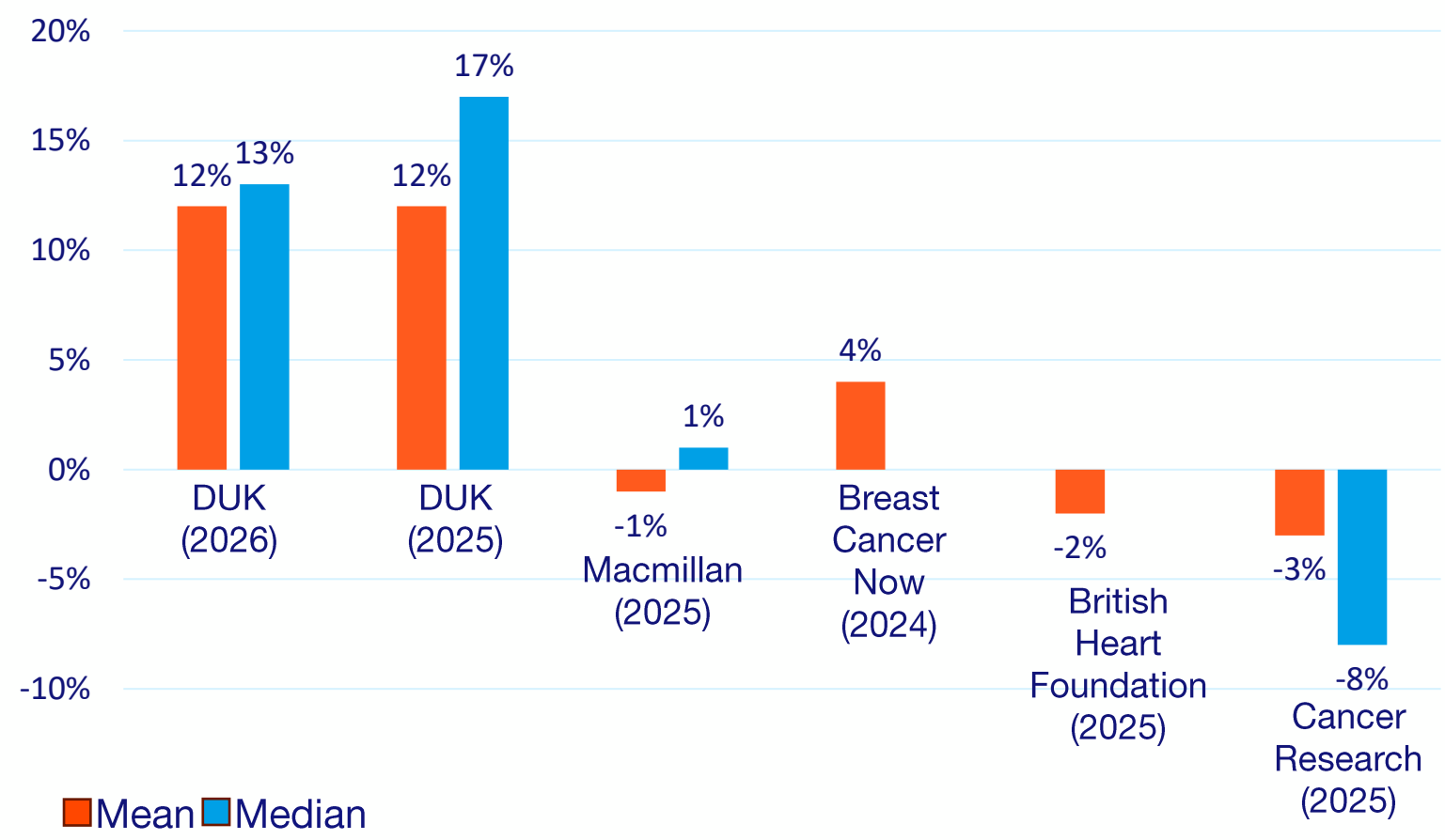


Percentage increase = positive (increase in representation, closer to proportionate representation)



Remained the same = negative (representation in this band remains over/underrepresented)

SECTOR COMPARISON



Charity	No. of staff
DUK (2026)	346
DKU (2025)	351
Macmillan (2025)	1368
Breast Cancer Now (2024)	362
British Heart Foundation (2025)	8500-8800
Cancer Research (2025)	4092

Comparator organisations report a wide range of ethnicity pay gap outcomes, reflecting differences in workforce composition, organisational size and methodology.

WHAT WE'LL DO

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ACTIONS

While our gender and ethnicity pay gaps continue to be driven primarily by representation across pay bands rather than unequal pay for comparable work, the data reinforces the importance of sustaining our focus on the outcomes below.

Current focus	Outcomes
Inclusive recruitment	Increase diversity of candidate pools and appointment outcomes.
Leadership development	Improve representation of Asian, Black and mixed or multiple ethnicity colleagues in senior and higher paid roles.
Internal progression and development review	Identify and address barriers to internal progression and development.
Race at Work Charter	Strengthen accountability and transparency in delivering our anti-racism commitments.



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 2026 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 5th April 2026, has been carefully prepared to ensure it correctly reflects our organisation's pay data.

A handwritten signature in black ink, appearing to read 'Iréné', is positioned above a horizontal line.

Iréné Fufeyin

Director of People and Organisational Development

21/07/2026