

CHANGING LIVES

GENDER PAY GAP REPORT 2025

Gender Pay Reporting

Gender pay reporting requires employers with 250 employees or more to publish calculations every year to show the pay gap between male and female employees. Data within this report reflects payments made as of the snapshot date of 05-April-2024.

Gender Pay Reporting Measures:

Mean Gender Pay Gap

The percentage difference between the mean (average) pay of males and females.

Median Gender Pay Gap

The percentage difference between the median (midpoint) pay of males and females.

Mean Bonus Gap

As our organisation does not pay bonus payments, this criterion is not applicable.

Median Bonus Gap

As our organisation does not pay bonus payments, this criterion is not applicable.

Bonus Proportions

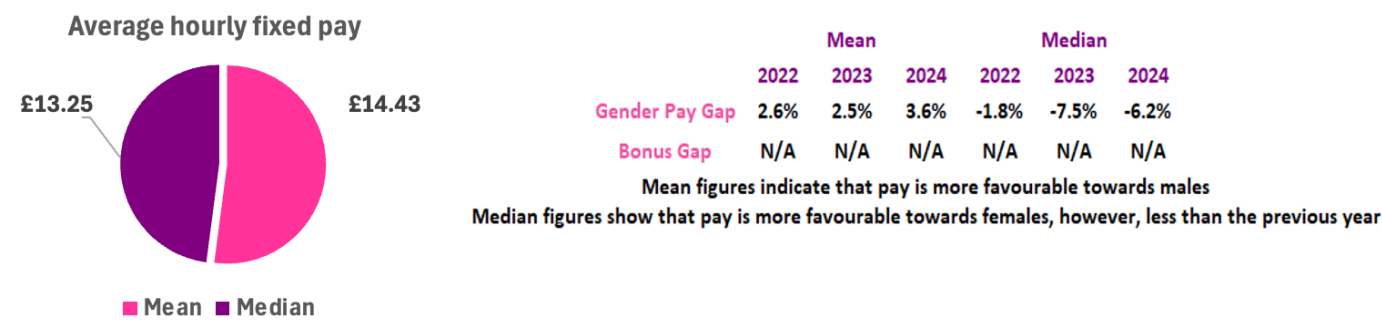
As our organisation does not pay bonus payments, this criterion is not applicable.

Quartile Pay Bands

Proportion of males and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

Gender Pay Gap

Difference between male and female pay as of 5 April 2024.

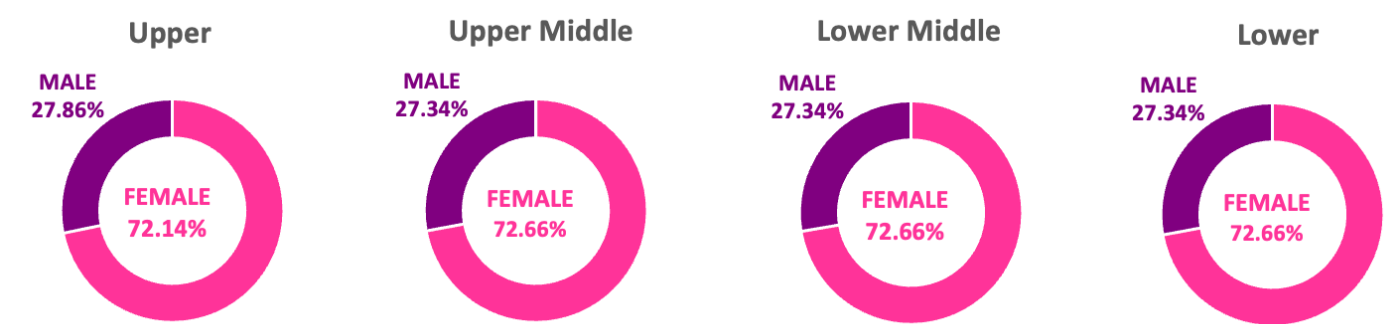


The data is based on a total of 557 employees as of 5 April 2024, of which 404 (72.54%) were female and 153 (27.47%) were male. This is mostly consistent with our reporting for the previous year (2022/23); however we have seen an increase in both areas. We see a mean figure of 3.6% (decrease of 1.1% on previous year's reporting), i.e. the mean hourly rate difference between male and female employees is £0.54 as of 5 April 2023 (increase on previous year where the mean figure was £0.34).

There are other factors that need to be considered when considering pay difference, one of which is that women are, more likely to work in part-time roles which can then impact their pay making it lower. This further impacts the pay report. According to the Office for National Statistics (ONS), median hourly pay for full-time employees was 7.0% less for women than for men in April 2024, while median hourly pay for part-time employees was 3.0% higher for women than for men ([The Gender Pay Gap](#))



Workforce Quartiles



As with many charities Changing Lives are predominantly female. The figures show that there are three times as many females as males in all four quartiles. The pay quartile with the highest proportion of male is the upper quartile. This is a dominant factor with the pay difference in the upper quartile being 13.62% in favour of males.

Pay Quartile	Male			Female		
	2022	2023	2024	2022	2023	2024
Upper	29.6%	28.2%	27.9%	70.4%	71.8%	72.1%
Upper Middle	29.6%	27.9%	27.3%	70.4%	72.1%	72.7%
Lower Middle	29.6%	27.7%	27.3%	70.4%	72.3%	72.7%
Lower	29.6%	27.9%	27.3%	70.4%	72.1%	72.7%

Improving our Gender Pay Gap

Each year we outline how we are committed to ensuring we have equality and inclusivity within our organisation and take every opportunity to embed these values into our day-to-day work to support people who face the most challenging of circumstances.

Our gender pay gap results show that although we have moved further from closing the gap, this is marginal and we continue to maintain a position whereby our pay difference is relatively small; however, we persist in our efforts to close the pay gap.

We continue to promote and support work-life balance such as flexible working and will be reviewing our parental policies in our efforts to aid in supporting and retaining our female talent. We will also be reviewing our compensation structure to present transparency in pay and attract and retain female talent. We do and will continue to put our best efforts in, ensuring our pay structures are transparent and that our promotional criteria is assessed through regular reviews as this can ensure fairness and accountability.



CHANGING LIVES

Changing Lives is the operating name of The Cyrenians, registered Charity Number: 500640
and registered Company Number: 995799 in England.