

# **CHANGING LIVES**

## **GENDER PAY GAP REPORT 2026**

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**The Cyrenians Limited (Operating as Changing Lives)**  
**Published: March 2026**

# 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 5 April 2025.

## 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

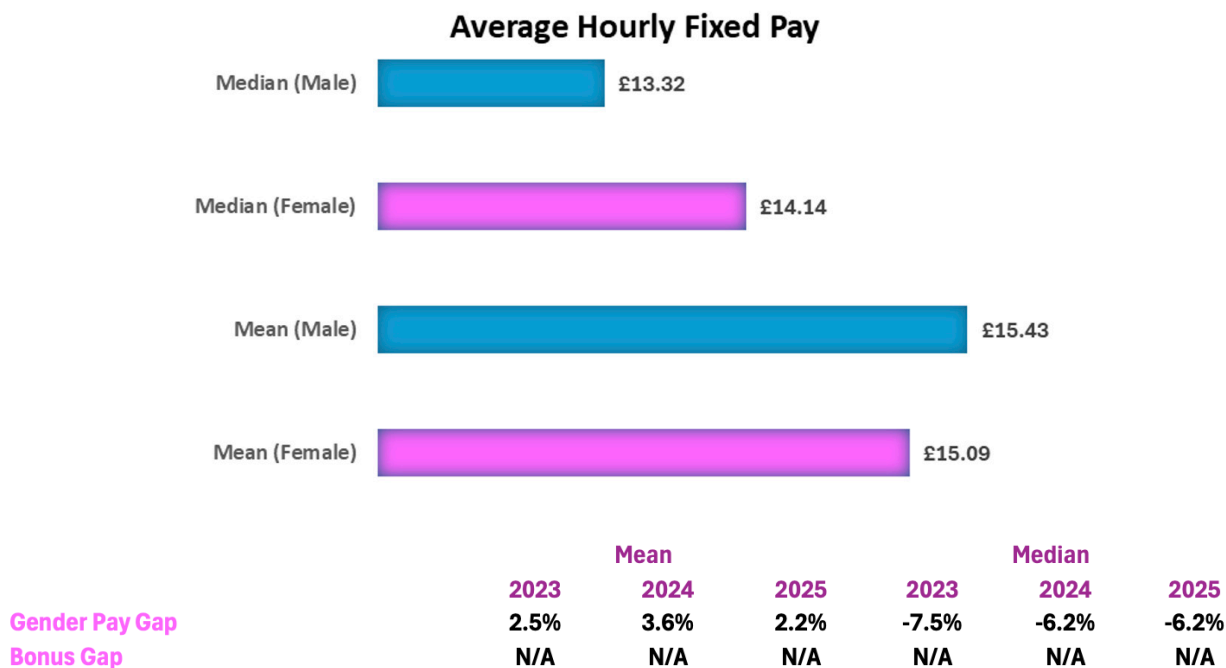
As our organisation does not pay bonus payments, this criterion is not applicable.

### 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 2025.



Mean figures indicate that pay is more favourable towards males, although this gap is decreasing  
Median figures indicate that pay is more favourable towards females, however, this gap has not increased from last year.

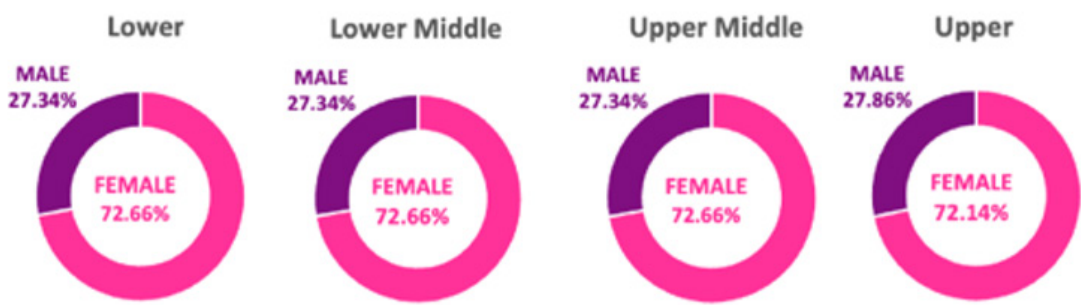
As of 5 April 2025, our gender pay gap calculations were based on a total workforce of 562 employees. Of these, 422 employees (75.09%) were female, and 140 employees (24.91%) were male. This distribution is broadly consistent with our 2023/24 reporting, though we have observed a slight increase in the proportion of female employees and a corresponding decrease in the proportion of male employees.

Our mean gender pay gap for 2025 is 2.2%, representing a reduction of 1.4 percentage points compared with the previous year's figure. In monetary terms, the mean hourly rate for female employees was £0.34 lower than that of male employees as of 5 April 2025, compared with a gap of £0.60 in the prior year.

It is important to note that a number of factors can influence gender pay differences. One significant factor is the higher proportion of women working in part-time roles, which can affect average earnings and, in turn, the gender pay gap analysis.

According to the Office for National Statistics (ONS), median hourly pay for full-time employees in April 2025 was 6.9% lower for women than for men, reflecting a slight improvement from 7.1% in April 2024. For part-time employees, the ONS reported a negative median gender pay gap of -2.9% in April 2025, indicating that women working part-time earned more per hour on average than their male counterparts.

## Workforce Quartiles



Reflective of trends across the voluntary sector in the UK, the Changing Lives workforce is predominantly female. Across all four pay quartiles, the proportion of female employees is approximately three times higher than that of male employees. The quartile with the highest representation of male colleagues is the upper quartile.

This distribution has a significant impact on our gender pay gap outcomes. In the upper quartile, the median pay difference is 13.60% in favour of male employees, compared with 13.62% in April 2024. This indicates that, while the gap in this quartile remains notable, there has been a marginal improvement.

| Pay Quartile | Male   |        |        | Female |        |        |
|--------------|--------|--------|--------|--------|--------|--------|
|              | 2023   | 2024   | 2025   | 2023   | 2024   | 2025   |
| Lower        | 27.90% | 27.34% | 27.34% | 72.10% | 72.66% | 72.66% |
| Lower Middle | 27.70% | 27.34% | 27.34% | 72.30% | 72.66% | 72.66% |
| Upper Middle | 27.90% | 27.34% | 27.34% | 72.10% | 72.66% | 72.66% |
| Upper        | 28.20% | 27.86% | 27.86% | 71.80% | 72.14% | 72.14% |

# 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 worklife 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.