

# NSPCC

## Diversity Pay Gap report 2025



EVERY CHILDHOOD IS WORTH FIGHTING FOR

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## Foreword

**Our mission to prevent child abuse and neglect is only possible when we create a workplace where every individual feels valued, respected, and supported. Our employees and volunteers bring a diverse range of experiences, perspectives, and strengths, and it is this diversity that enables us to make the greatest impact for children. We are committed to ensuring that everyone who works with us, volunteers for us and supports us feels able to contribute their best, knowing that their individuality is recognised and their contribution matters.**



We have continued to strengthen our diversity and inclusion work across the organisation and refresh our Equality Diversity Inclusion (EDI) action plan each year to ensure we are targeting our efforts most effectively. Our Diversity Pay Gap reporting plays an important part in identifying where inequalities persist and where we need to focus our efforts. To help with this we have voluntarily expanded our pay gap reporting beyond the mandatory gender requirement to include ethnicity, disability, sexual orientation and gender identity, and religion, as well as intersectional analysis across gender and age, and working patterns to help us better understand the causes of our gender pay gap and to identify those actions that can make a meaningful impact.

This proactive approach to date places us in a strong position to meet the requirements of upcoming government measures to widen pay gap transparency, including mandatory gender pay gap action plans under the Employment Rights Act 2025 and planned ethnicity and disability pay gap reporting through the Equality (Race and Disability) Bill. However, we will continue to look at ways to build on what we have done so far to have the greatest impact.

## 2025 Headline Findings:

This year's findings show positive movement in most of the groups we report on. We have seen substantial reductions in the median ethnicity and disability pay gaps, alongside improvements in the sexual orientation and gender identity and religion pay gaps. These improvements are the result of increased representation across most of the pay quartiles including the upper end of the pay spectrum, reflecting the positive impact of our broad range of EDI initiatives.

We have noted a small increase in our median gender pay gap this year. This is largely the result of a reduction in male representation in our lower mid quartile roles and increased male representation in our upper mid quartile roles. In contrast, women continue to be generally evenly represented across the full pay spectrum.

Our intersectional analysis has also provided us with additional insight on our gender pay gap. This shows that our gender pay gap is not principally caused by working pattern (part-time/full-time working) like many other organisations. And that for those aged below 45, in absolute terms there is no gender pay gap. That said, we do see notable gender pay gaps for those aged 45–55, and those over 55. Although these patterns are not unusual and broadly reflect wider national trends, they do indicate that age is a factor in our gender pay gap. Building on this insight we will continue our focus on understanding the underlying drivers and acting where it will make the most meaningful difference so we can continue to reduce the gender pay gap further.

Overall, while we welcome the positive progress reflected in many of this year's results, we recognise that achieving greater diversity is an ongoing journey, requiring transparency and collective effort to deliver lasting improvements for our employees, volunteers, and supporters. I am confident that the foundations we are building through our pay-based actions and our wider EDI action plan, will strengthen the progress we have made and ensure our efforts remain focused where they are needed most.

Further information on our 2025 pay gaps is detailed in this report.



**Chris Sherwood**  
Chief Executive, NSPCC

## Pay gap vs equal pay

**Although equal pay and diversity pay gaps look at differences between employees' pay, they are two separate issues. This is important to keep in mind when reading this report.**

The NSPCC is an equal pay employer, following equal pay legislation, the Equality Act 2010, and equal pay practice.

Equal pay looks at differences in pay where employees are doing the same work, or work of equal value.

Diversity pay gaps are a measure of the difference between employees' average earnings across an organisation. This is regardless of whether they are doing the same work or work of equal value. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of that group's earnings.

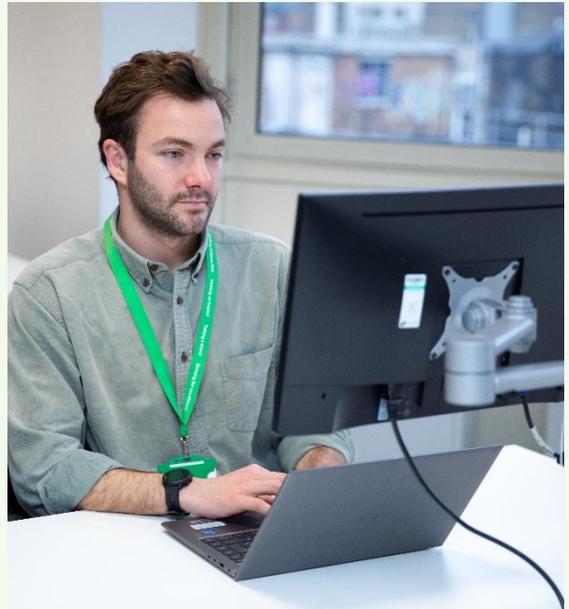
**This report is about our diversity pay gaps.**

Having a pay gap does not automatically mean that there is an equal pay issue within an organisation. There are several reasons for a pay gap, for example, there could be an imbalance in the different levels of roles held by different groups of employees, or if particular types of roles are dominated by a single group of employees.



## NSPCC pay gap data

**Regulations introduced in 2017 mean that we must report on several different statistical measures of male/female gender pay on the snapshot date of 5 April each year. Since publishing our first Diversity Pay Gap report in 2021, we have voluntarily extended our reporting to include pay gap reporting by ethnicity, disability, religion, sexual orientation and gender identity and, more recently, the intersectionality between age and working patterns on our gender pay gap.**



To allow for comparisons across all our pay gap reporting, we have chosen to report on the same statistical measures that are used for the male/female gender pay gap reporting.

Gender Pay Gap regulations require us to identify our employees based on legal sex which is why we take this approach in our report. However, it is important to us that as an organisation that aspires to be truly inclusive, we recognise that sex is more complex than just these binary terms. We support our employees of all gender identities, including through PINCC (Pride in the NSPCC's Colleagues and Children), our LGBTQ+ employee lived experience network group.

All data in this report is accurate as at 5 April 2025. Data is based on employees' self-disclosed information recorded on our eHR system. As such, disability covers mental, physical, and learning disabilities. Sexual orientation and gender identity includes heterosexual, lesbian, gay, bisexual, transgender, and those who use another term to identify their sexual orientation or gender identity.

## A guide to the figures

For the purposes of illustration, the sections below use gender as the example. However, when reporting on the ethnicity pay gap, comparisons will be made between those who are white and those who are from Black, Asian and minoritised ethnic communities. For the disability pay gap, comparisons will be made between those who do not have a disability and those who have a disability. For the sexual orientation and gender identity pay gap, comparisons will be made between those who are heterosexual and those who are lesbian, gay, bisexual, transgender or another sexual orientation/gender identity. And for the religion pay gap, comparisons will be made between those who are Christian and those who identify with another religion or have no religious belief.

## Glossary

### Mean

The average of a set of numbers. All numbers are added together and divided by the number of numbers put into the calculation.

For example, taking 5, 8, 12, 26, and 40, the sum of the numbers is 91. Dividing this by five (the number of figures) gives you a mean of 18.2.

We report the difference between the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure.

### Median

The middle value of a list of numbers. If the list has an odd number of entries, the median is the middle entry after sorting the list into increasing order. If the list has an even number of entries, the median is halfway between the two middle numbers after sorting.

For example, taking 5, 8, 12, 26 and 40, the median value is 12.

We report the difference between the median hourly rate for men compared to the median hourly rate for women, expressed as a percentage of the men's figure.

### **Bonuses**

Our bonus pay is made up of our recognition awards.

We report:

- The difference between the mean bonus pay received by men and women, expressed as a percentage of the men's figure.
- The difference between the median bonus pay received by men and women, expressed as a percentage of the men's figure.
- The proportion of relevant male employees who were paid any amount of bonus pay and the proportion of relevant female employees who were paid any amount of bonus pay within the 12-month period prior to the snapshot date.

### **Positive, negative and zero numbers**

- Pay gap figures are expressed as either a positive, negative, or zero percentage. A positive percentage indicates that women earn less than men on average. For example, if women earn 10% less than men, the pay gap is 10%.
- A negative percentage indicates that women earn more than men on average. For example, if women earn 10% more than men, the pay gap is -10%. A zero percentage indicates that there is no pay gap or that men and women earn the same.

### **Pay quartiles**

Rates of pay are placed into a list in order of value. The list is then divided into four equal sections (quartiles). Each quartile will contain the same number of individuals.

We report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.

For reference, salaries in each quartile broadly align to our pay bands as follows:

- Upper Quartile (UQ): grade 6 and above
- Upper Middle Quartile (UMQ): grade 5
- Lower Middle Quartile (LMQ): grade 4
- Lower Quartile (LQ): grade 3

### **Intersectionality**

Intersectional analysis provides a more nuanced approach to pay gap reporting. We use it to better understand the causes of our larger pay gaps as it can better inform our strategies to address the underlying factors that may be contributing to the NSPCC's pay gaps. These analyses look at the combination of features and their impact on pay gaps. For example, does the gender pay gap vary according to someone's age?

## Our findings and future plans

**Supported by ongoing work under the Equality, Diversity and Inclusion (EDI) action plan 2025–28, we continue to see progress on attracting, recruiting and developing a more diverse workforce. This is driven by a range of initiatives across recruitment, progression and organisational culture. By strengthening and building on this work, we believe we will continue to see positive trends in our pay gap data.**

This year we have made good progress in increasing overall workforce diversity, as well as encouraging improvements in how diverse groups are represented across the full pay spectrum. These shifts - including stronger representation across ethnicity, disability, sexual orientation and gender identity, and religion - have collectively contributed to reductions in most of our pay gaps.

We have seen a significant reduction in our ethnicity pay gap this year, which has decreased by 4.8 percentage points to 3.2%. This improvement results from a small increase in representation at the upper middle quartile (grade 5). While this increase at higher pay levels is encouraging, we continue to see high representation in our lower-paid roles (grade 3) so will continue our focus on ensuring we are recruiting candidates into roles at all levels and supporting the development of Black, Asian and minoritised ethnicity colleagues to progress into more senior roles, through for example:

- Our aspiring managers programme, *Platform*, offering Black, Asian and ethnically minoritised colleagues focused development, learning and experience to support their progression into management. By building a stronger pipeline of diverse talent at higher pay levels, the programme aims to make a positive long-term impact on our ethnicity pay gap.
- We also offer the Reciprocal Learning Programme (RLP), pairing colleagues with Senior Leadership Team members to build inclusive leadership, mutual understanding, and more meaningful progression conversations.

Our median disability pay gap has reduced from 8.1% to 3.2%. This improvement reflects a significant rise in the proportion of colleagues declaring a disability within the upper-middle quartile pay level and a reduction in the lower quartile pay level compared with last year. We will continue our targeted work to support disabled employees and diversify our workforce, with the expectation that the gap will reduce further as representation becomes more balanced across all pay levels.

Our sexual orientation and gender identity pay gap is 1.9%, down by 0.6 percentage points. This improvement is mainly driven by an increase in members from the LGBTQ+ community in our higher paid roles (grade 6 and above).

The religion pay gap this year is 1.1%, a reduction of 2 percentage points. This reduction is due to a downward shift in the representation of Christian employees in the upper quartile and an increase in the lower quartile, and in parallel an increase in the proportion of non-Christians at the upper quartile.

Our gender pay gap is 6.8%, up by 1.2 percentage points. The rise in the gender pay gap is due to a reduction in the proportion of men in the lower-middle quartile, alongside a small increase in the upper-middle quartile. In contrast, it is important to note that women continue to be generally evenly represented across the full pay spectrum.

Examining the gender pay gap in more detail, we can see that working patterns, working full time or working part time, does not account for our gender pay gap as both the full time and part time gender pay gaps are below the overall gender pay gap (5.7% and 5.2% respectively compared to our GPG of 6.8%).

Looking at the gender pay gap across the age groups, we are seeing a reduction in the gender pay gap in most age groups, with the pay gaps reducing down to between -0.1% and 2.1% for those aged under 45. This is positive as it tells us that in absolute terms for most of our people there is no gender pay gap. That said, we do see notable gender pay gaps for those aged 45–55, and those over 55 (17% and 8.1% respectively). Which for context, is not unusual and broadly reflects wider national trends reported by the [ONS](#), which show that gender pay gaps tend to widen in older age groups.

What we can see from our NSPCC data is that these pay gaps in our older age groups are unlikely to be driven by turnover or internal promotions, as both typically decrease with age, and these groups have had the lowest proportion of internal appointments over the past two years. A more plausible explanation relates to external recruitment trends: we hire fewer people aged 45 and above, and within this smaller intake a higher proportion are men who tend to join in higher-paid roles. This results in a concentration of men in upper quartile pay positions and contributes to an imbalanced distribution across the pay structure and a wider pay gap within the older age groups.

In this context our attention this coming year will be to empirically examine this further to understand the patterns and trends and identify causes. We can then ensure hiring managers and our practices are live to the issues. This will be alongside complementary actions already in train to strengthen the inclusivity of our recruitment practices, ensuring we recognise the breadth of skills and experience older candidates bring, and work to remove any barriers to joining the NSPCC.

Overall, we are encouraged to see that our EDI efforts are continuing to contribute to an increasingly diverse workforce. In recent years, we have seen continued growth in representation among our Black, Asian and minoritised ethnicity colleagues, employees who declare a disability, LGBTQ+ employees, and those with religions or beliefs other than Christian. Importantly, this increased representation is evident across the full pay spectrum. This progress reflects the sustained and targeted initiatives we have been putting in place across recruitment and selection, development and progression, and the culture and behaviours we expect and embed across the organisation and demonstrates that our long-term commitments are beginning to make a difference at all levels. Further detail on this work can be found in our published EDI Action Plan 2025–28.

As we look ahead, we remain focused on and committed to supporting balanced representation at all levels and embedding EDI in all aspects of our work. This is a long-term journey towards building a workforce that more closely reflects the society around us – an essential part of ensuring we can be here for every child and young person who needs us.

# NSPCC gender pay gap data

## Mean gender pay gap

Year	Gender pay gap
2018	15.0%
2019	15.3%
2020	14.9%
2021	14.1%
2022	12.63%
2023	14.4%
2024	10.7%
2025	10.4%

Table 1: mean gender pay gap by year

## Median gender pay gap

Year	Gender pay gap
2018	10.1%
2019	10.8%
2020	9.1%
2021	8.4%
2022	8.1%
2023	9.2%
2024	5.6%
2025	6.8%

Table 2: median gender pay gap by year

### The mean and median gender pay gap for bonus pay:

Our mean and median bonus gender pay gap was **0%**.

### Proportion of men and women receiving a bonus payment

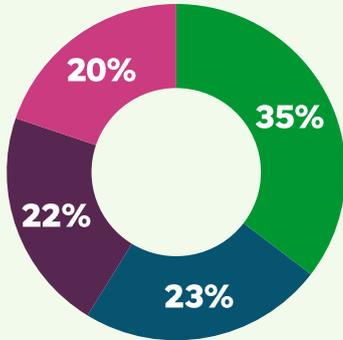
A total of 26 employees across the organisation received a recognition award within the 12-month period.

The proportion of men receiving a bonus payment was **1.0%**.

The proportion of women receiving a bonus payment was **1.9%**.

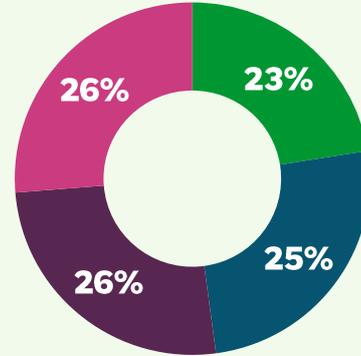
**Pay quartiles – gender**

Distribution of Men across the quartiles



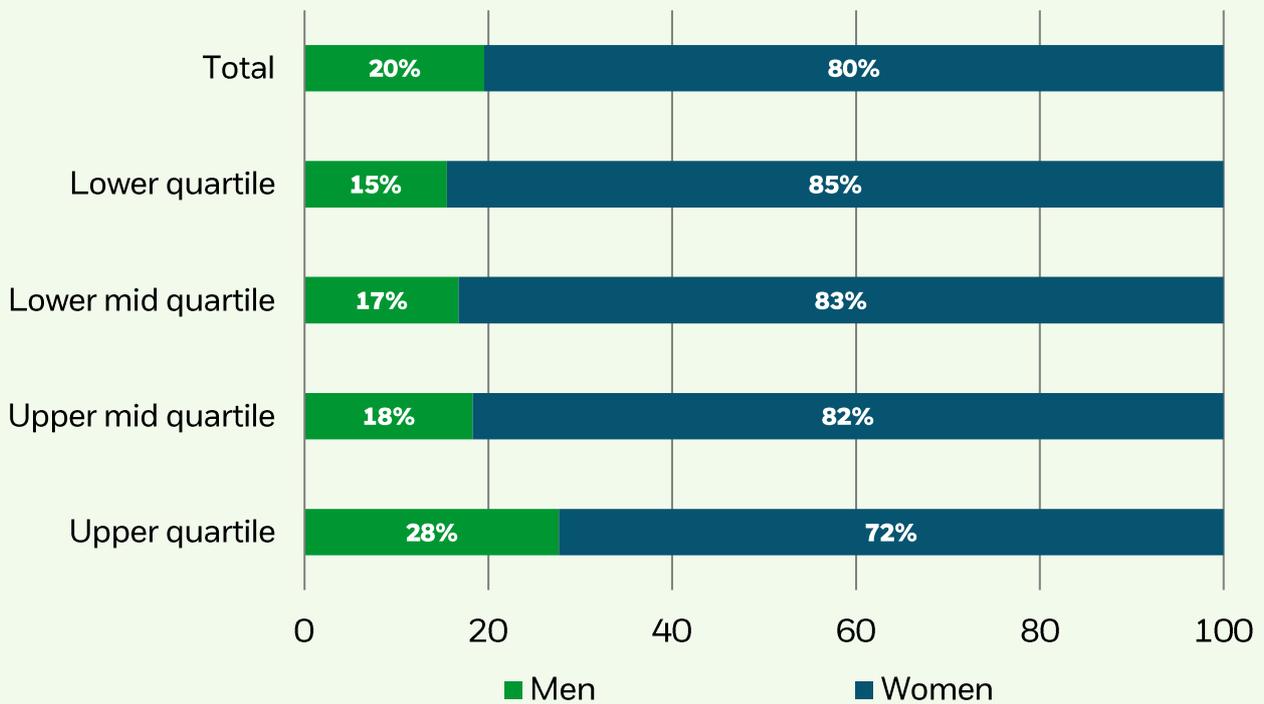
■ Upper quartile      ■ Upper mid quartile  
■ Lower mid quartile      ■ Lower quartile

Distribution of women across the quartiles



■ Upper quartile      ■ Upper mid quartile  
■ Lower mid quartile      ■ Lower quartile

**Distribution of men and women within each quartile**



# NSPCC ethnicity pay gap data

## Mean ethnicity pay gap

Year	Ethnicity pay gap
2021	4.1%
2022	4.1%
2023	3.8%
2024	4.4%
2025	6.0%

Table 3: mean ethnicity pay gap by year

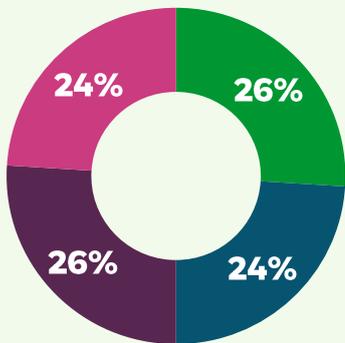
## Median ethnicity pay gap

Year	Ethnicity pay gap
2021	4.7%
2022	6.9%
2023	3.4%
2024	8.0%
2025	3.2%

Table 4: median ethnicity pay gap by year

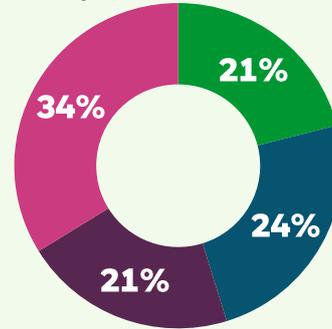
### Pay quartiles - ethnicity

Distribution of white employees across the quartiles



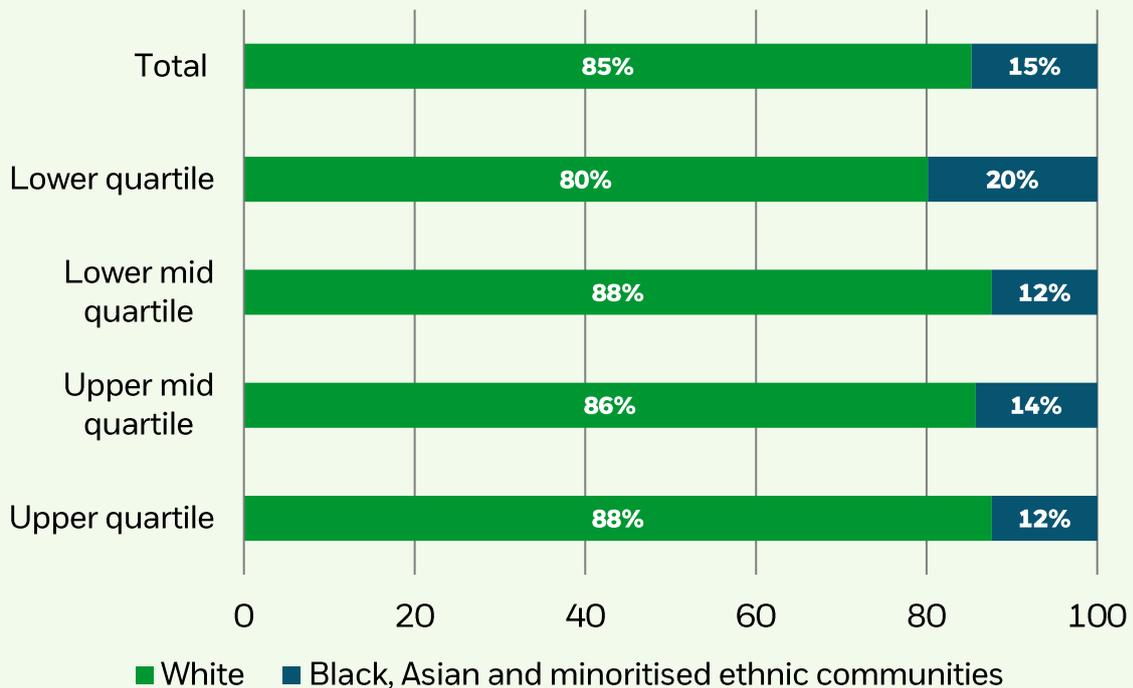
■ Upper quartile      ■ Upper mid quartile  
 ■ Lower mid quartile      ■ Lower quartile

Distribution of employees from Black, Asian and minoritised communities across the quartiles



■ Upper quartile      ■ Upper mid quartile  
 ■ Lower mid quartile      ■ Lower quartile

### Distribution of white employees and employees from Black, Asian and minoritised ethnic communities within each quartile



# NSPCC disability pay gap data

## Mean disability pay gap

Year	Disability pay gap
2021	3.8%
2022	1.72%
2023	4.00%
2024	6.2%
2025	3.04%

Table 5: mean disability pay gap by year

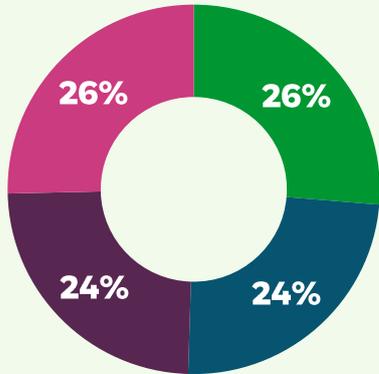
## Median disability pay gap

Year	Disability pay gap
2021	3.2%
2022	0.0%
2023	4.60%
2024	8.1%
2025	3.2%

Table 6: median disability pay gap by year

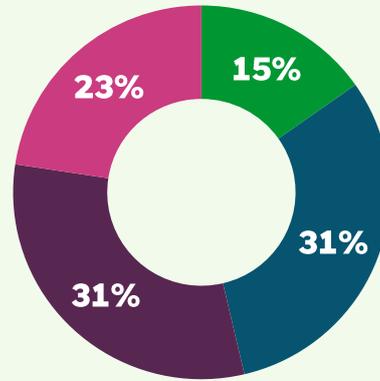
**Pay quartiles – disability**

Distribution of employees without a disability across the quartiles



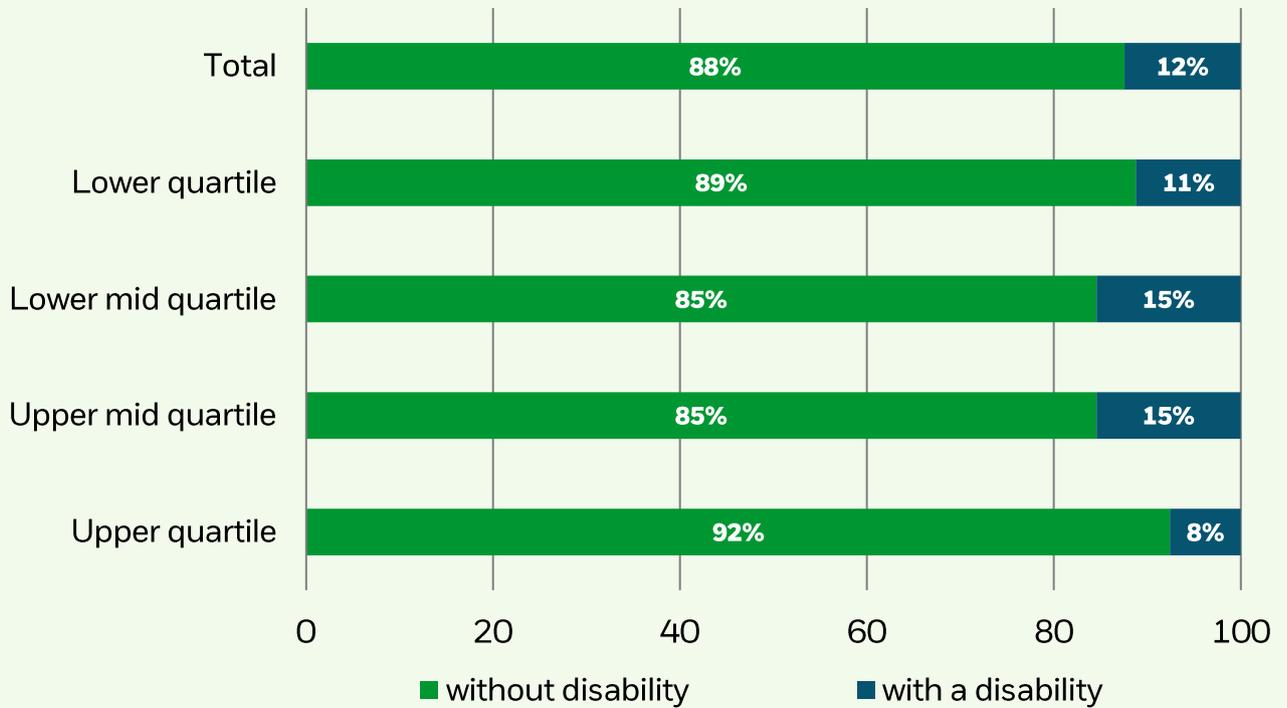
■ Upper quartile      ■ Upper mid quartile  
 ■ Lower mid quartile      ■ Lower quartile

Distribution of employees with a disability across the quartiles



■ Upper quartile      ■ Upper mid quartile  
 ■ Lower mid quartile      ■ Lower quartile

**Distribution of employees without a disability and with a disability within each quartile**



# NSPCC sexual orientation and gender identity pay gap data

## Mean sexual orientation and gender identity pay gap

Year	Sexual orientation and gender identity pay gap
2021	-2.3%
2022	1.59%
2023	5.40%
2024	4.60%
2025	3.92%

Table 7: mean sexual orientation and gender identity pay gap by year

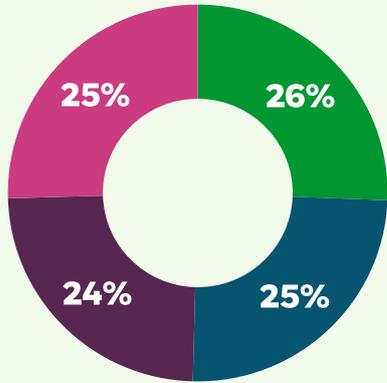
## Median sexual orientation and gender identity pay gap

Year	Sexual orientation and gender identity pay gap
2021	-3.8%
2022	-2.16%
2023	3.50%
2024	2.50%
2025	1.90%

Table 8: median sexual orientation and gender identity pay gap by year

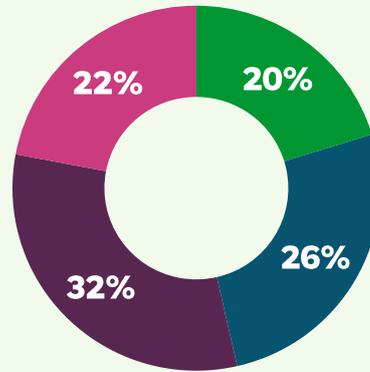
**Pay quartiles – sexual orientation and gender identity**

Distribution of heterosexual employees across the quartiles



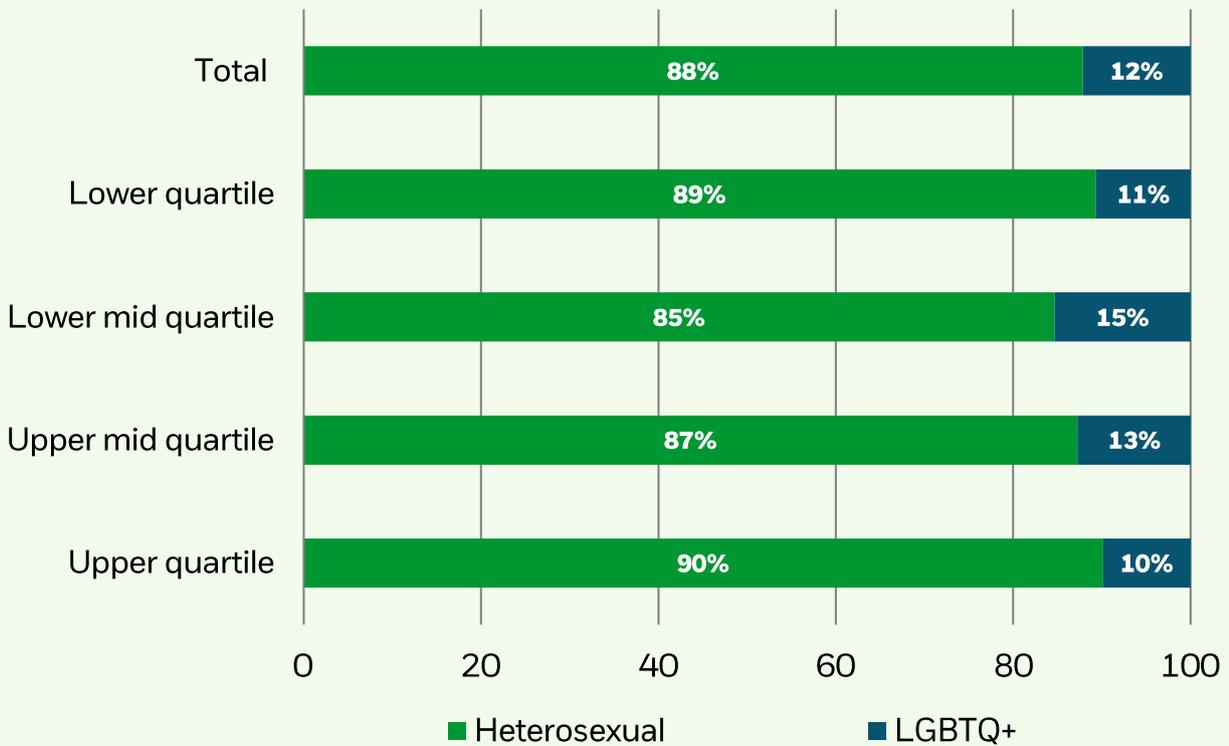
■ Upper quartile ■ Upper mid quartile  
 ■ Lower mid quartile ■ Lower quartile

Distribution of LGBTQ+ employees across the quartiles



■ Upper quartile ■ Upper mid quartile  
 ■ Lower mid quartile ■ Lower quartile

**Distribution of heterosexual and LGBTQ+ employees within each quartile**



# NSPCC religion pay gap data

## Mean religion pay gap

Year	Religion pay gap
2022	-1.90%
2023	0.10%
2024	1.5%
2025	0.80%

Table 9: mean religion pay gap by year

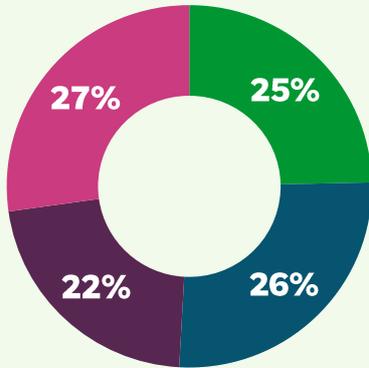
## Median religion pay gap

Year	Religion pay gap
2022	-0.70%
2023	-0.90%
2024	3.1%
2025	1.10%

Table 10: median religion pay gap by year

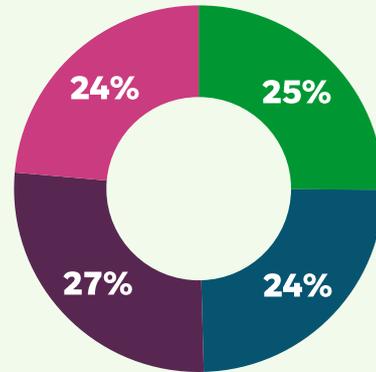
**Pay quartiles – religion**

Distribution of Christian employees across the quartiles



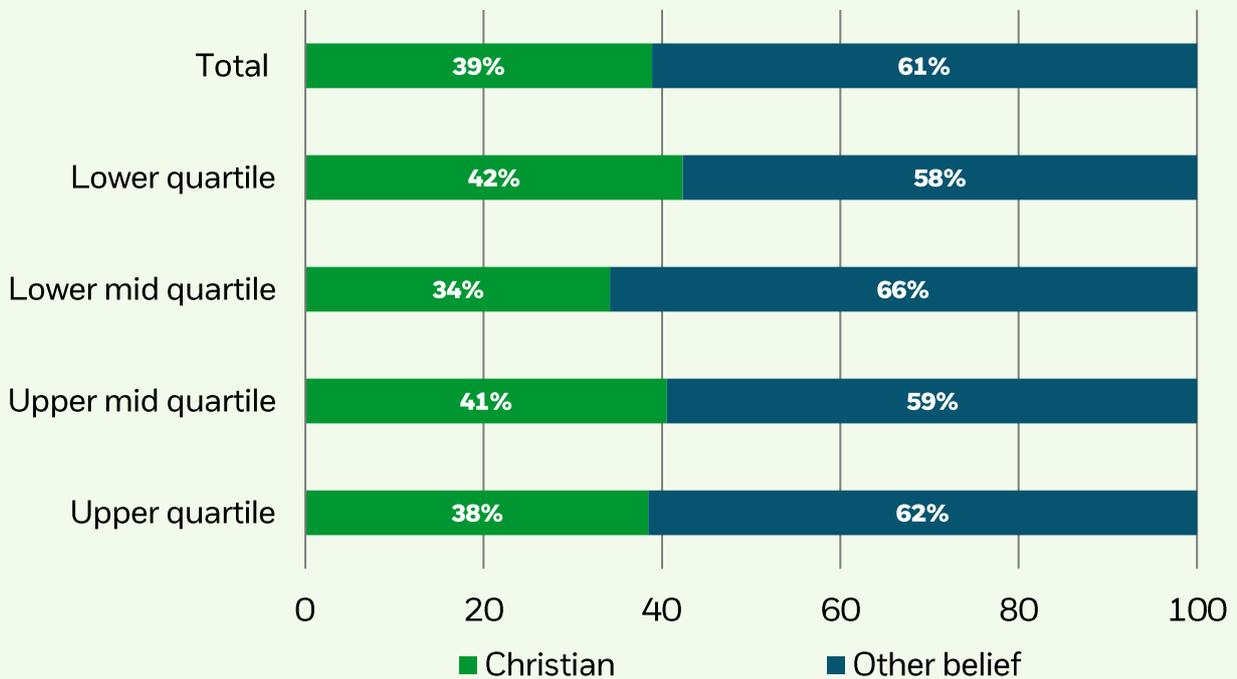
■ Upper quartile    ■ Upper mid quartile  
 ■ Lower mid quartile    ■ Lower quartile

Distribution of employees with another belief across the quartiles



■ Upper quartile    ■ Upper mid quartile  
 ■ Lower mid quartile    ■ Lower quartile

**Distribution of Christian employees and those with another belief within each quartile**



# NSPCC gender pay gap data by working pattern (full-time)

## Mean gender pay gap for full-time employees

Year	Gender pay gap for full-time employees
2023	14.25%
2024	9.49%
2025	9.00%

Table 11: mean gender pay gap for full-time employees by year

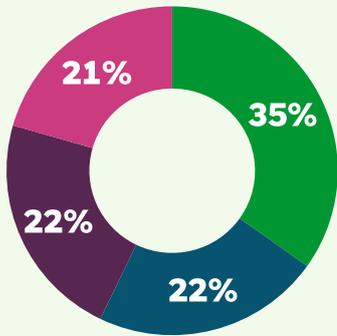
## Median gender pay gap for full-time employees

Year	Gender pay gap for full-time employees
2023	10.65%
2024	2.89%
2025	5.70%

Table 12: median gender pay gap for full-time employees by year

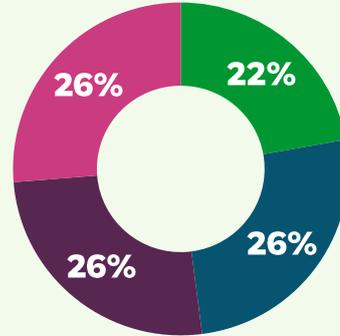
**Pay quartiles – full-time employees**

Distribution of Full Time Men across the quartiles



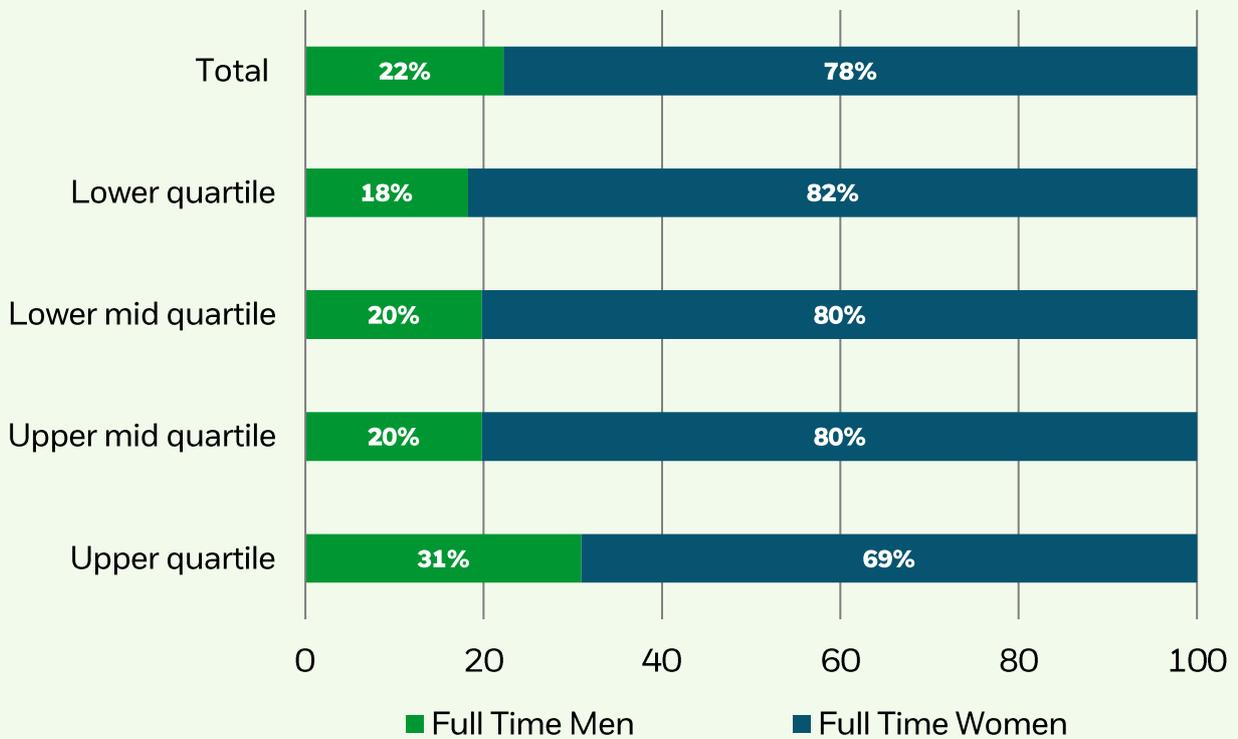
■ Upper quartile      ■ Upper mid quartile  
 ■ Lower mid quartile      ■ Lower quartile

Distribution of Full Time Women across the quartiles



■ Upper quartile      ■ Upper mid quartile  
 ■ Lower mid quartile      ■ Lower quartile

**Distribution of full-time men and women within each quartile**



# NSPCC gender pay gap data by working pattern (part-time)

## Mean gender pay gap for part-time employees

Year	Gender pay gap for part-time employees
2023	7.85%
2024	5.85%
2025	6.60%

Table 13: mean gender pay gap for part-time employees by year

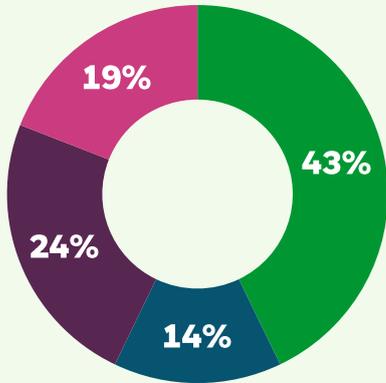
## Median gender pay gap for part time people

Year	Gender pay gap for part-time employees
2023	7.25%
2024	8.50%
2025	5.20%

Table 14: median gender pay gap for part-time employees by year

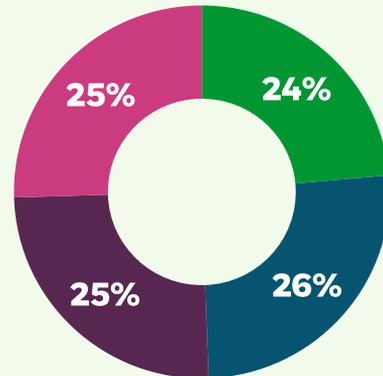
**Pay quartiles – part-time employees**

Distribution of part-time men across the quartiles



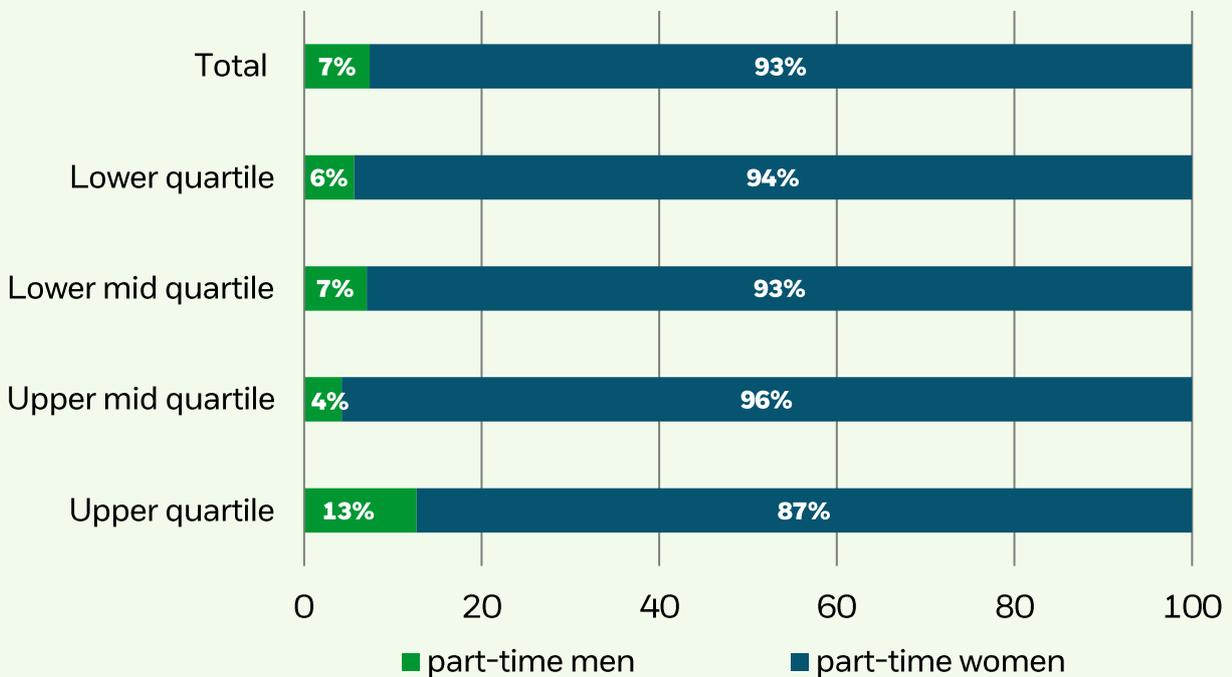
■ Upper quartile      ■ Upper mid quartile  
 ■ Lower mid quartile      ■ Lower quartile

Distribution of part-time women across the quartiles



■ Upper quartile      ■ Upper mid quartile  
 ■ Lower mid quartile      ■ Lower quartile

**Distribution of part time men and women within each quartile**



# NSPCC gender pay gap by age

## Mean gender pay gap by age group

Year	Age Groupings				
	Under 25	25 - 34	35 - 44	45 - 55	Over 55
2023	4.18%	7.00%	12.76%	18.75%	15.47%
2024	7.46%	7.72%	0.09%	21.55%	12.08%
2025	1.80%	6.00%	5.20%	21.10%	7.90%

Table 15: mean gender pay gap by age group per year

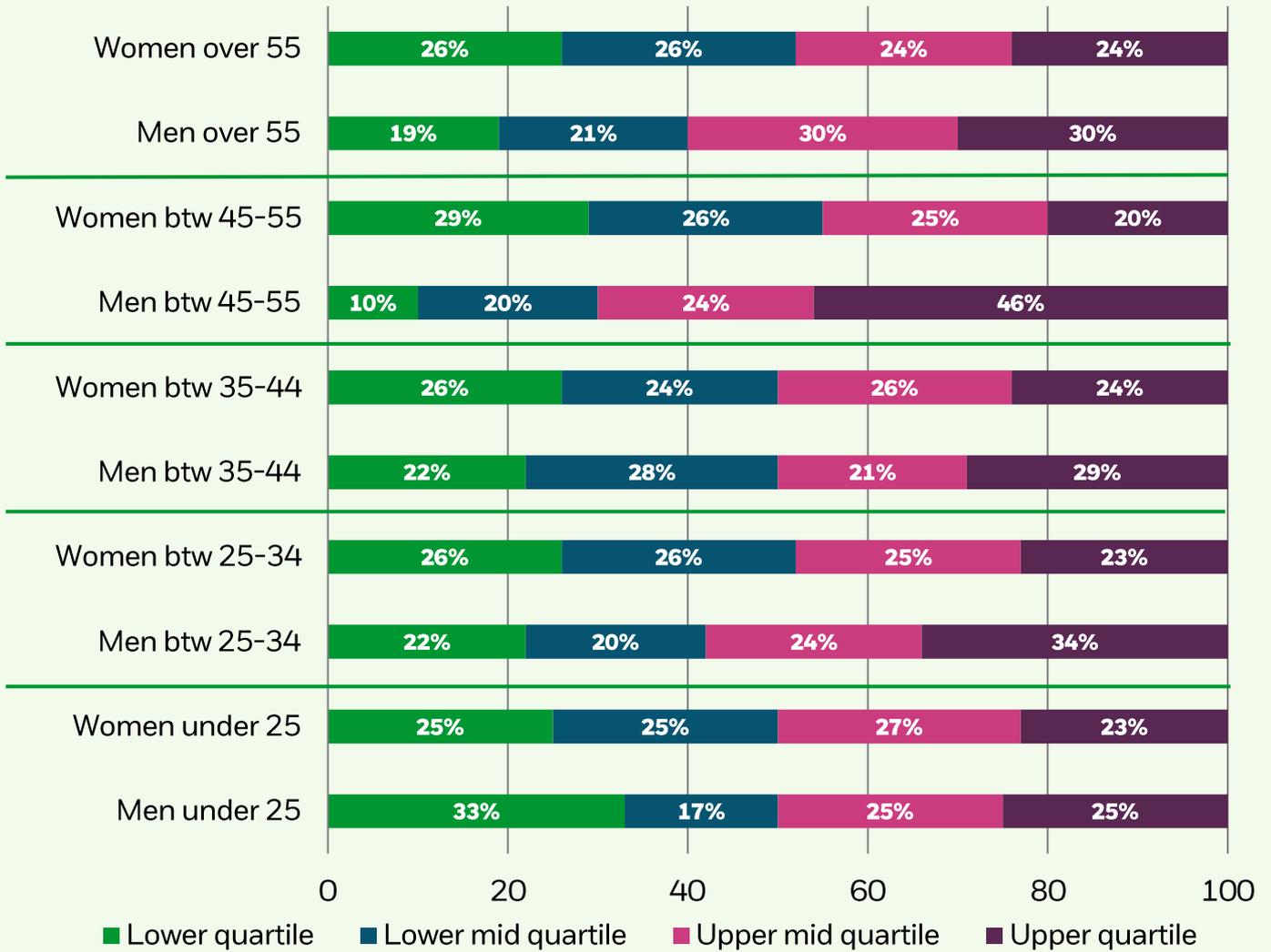
## Median gender pay gap by age group

Year	Age Groupings				
	Under 25	25 - 34	35 - 44	45 - 55	Over 55
2023	9.09%	5.29%	6.02%	17.26%	5.62%
2024	13.36%	3.98%	-2.03%	17.47%	1.46%
2025	2.10%	2.10%	-0.10%	17.00%	8.10%

Table 16: median gender pay gap by age group per year

**Pay quartiles – age groups**

**Distribution of men and women across the quartiles within each age group**



# NSPCC

Together, we can help children who've been abused to rebuild their lives. Together, we can protect children at risk. And together, we can find the best ways of preventing child abuse from ever happening.

We change the law. We visit schools across the country, helping children understand what abuse is. And, through our Childline service, we give young people a voice when no one else will listen.

But all this is only possible with your support. Every pound you raise, every petition you sign, every minute of your time, will help make sure we can fight for every childhood.

**[nspcc.org.uk](https://www.nspcc.org.uk)**

**EVERY CHILDHOOD IS WORTH FIGHTING FOR**

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