

DIABETES UK PAY GAP REPORT 2023

At Diabetes UK, tackling inequality is a key driver in achieving our vision of a world where diabetes can do no harm. We set out the steps we are taking in 2024 to tackle inequality in our action plan [here](#). To achieve this ambition, we have also committed to continuing to tackle inequality in our own charity, by being an inclusive and diverse organisation, with equity at its heart.

Measuring progress is a key part of making change happen, and every year we're required by the government to report our charity's [gender pay gap](#). As part of our commitment to equity, diversity and inclusion (EDI), this year we have also proactively chosen to calculate and publish our [ethnicity pay gap](#).

We have followed government methodology to calculate these gaps, which means we've been required to report on a binary gender pay gap between male and female colleagues. This means the calculations do not include colleagues who are non-binary or chose another option on our HR system, however we recognise that colleagues may identify this way and reiterate our commitment to being a charity which welcomes and includes LGBTQ+ colleagues

We know that many factors beyond gender and ethnicity shape our experiences at work, and reporting on pay is only one measure. You can read more about what we are doing to become a more diverse and inclusive organisation in our [EDI strategy](#).

Pay gaps:

A pay gap refers to the difference between the average pay of two groups of people. This gap can result for a range of reasons such as occupational segregation (being more likely to be in specific roles), barriers to career progression, broader social factors and discrimination.

A pay gap **does not** mean that one colleague is paid more than another doing the same job.

Our charity doesn't offer bonuses but we do have a recognition scheme where managers can award amounts of £200 or £500, 'recognition awards'. We have analysed this information for the purpose of pay reporting.

We have also calculated the representation of colleagues of different backgrounds and genders at different levels of the charity. This is because the level of representation in higher paid roles is a key driver of pay gaps. It also helps us to track our progress towards becoming a charity that fully represents the diversity of the communities we serve.

THE DATA

GENDER:

Women's hourly rate is

8.8% lower (mean) 0% lower (median)

Women's bonus pay is

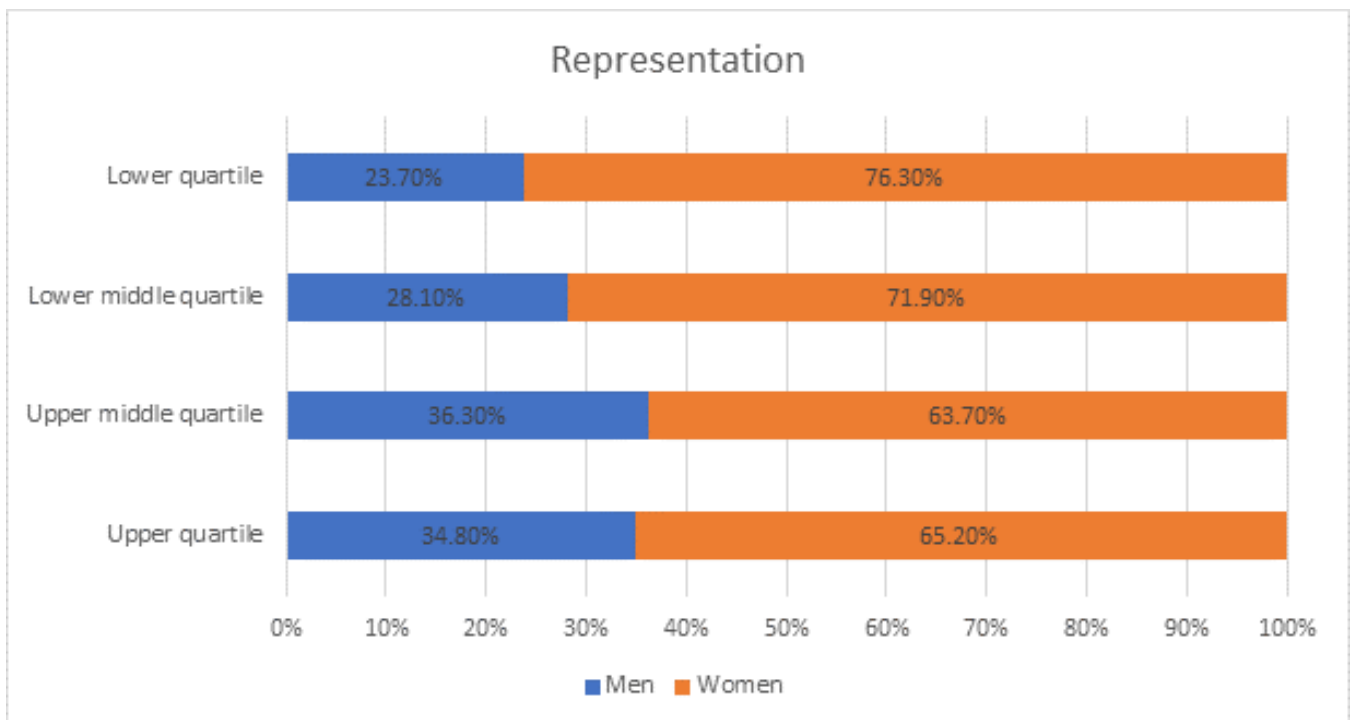
9.7% higher (mean) 0% lower (median)

Who received bonus pay

15.8% Men 11.5% Women

Pay quartiles

How many men and women are in each quartile of the charity's payroll.



ETHNICITY:

To protect colleague privacy, the data shared below compares the pay and representation of White colleagues to an amalgamated category of colleagues from Asian, Black and Mixed or multiple ethnicity backgrounds. We complete more in-depth reporting for internal use to inform our equity, diversity and inclusion work and the actions we will take following this analysis.

The hourly rate of colleagues from Black, Asian and mixed or multiple ethnicity backgrounds is:

9.2%	0%
lower	lower
(mean)	(median)

Compared to White colleagues, this group's bonus pay is

11% lower	0% lower
(mean)	(median)

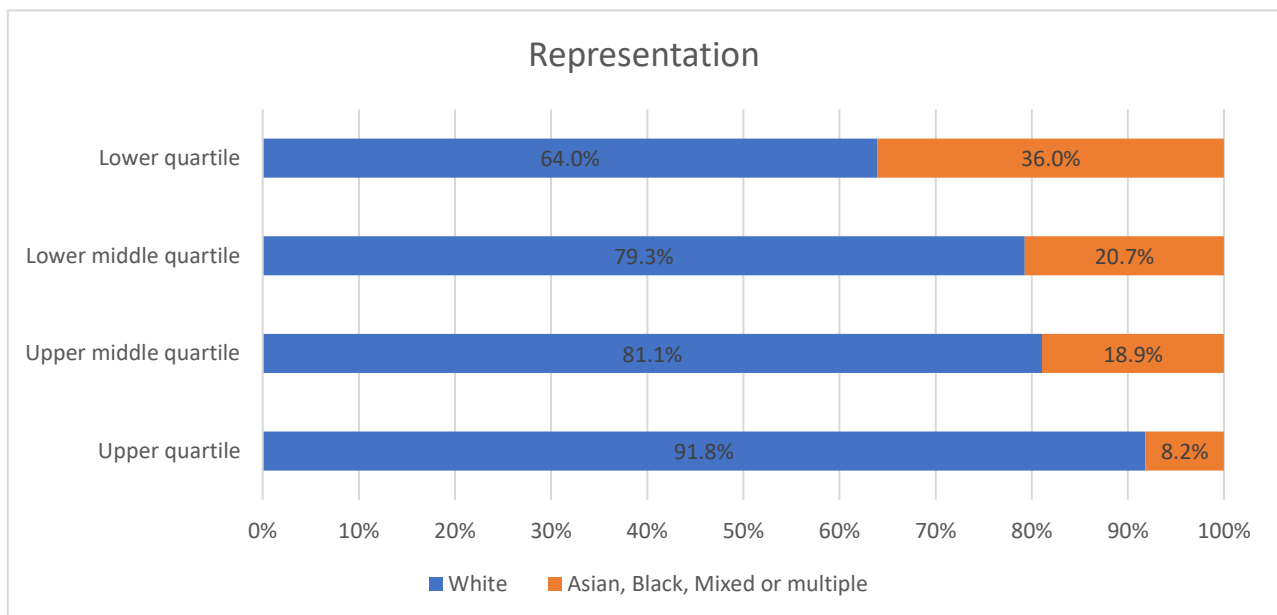
Who received bonus pay

Colleagues from White backgrounds: 14.6%

Colleagues from Asian, Black and Mixed or multiple ethnicity backgrounds: 8.6%

Pay quartiles

How many colleagues from different ethnic backgrounds are in each quartile of the charity's payroll:



How does our charity compare to other organisations, and how have the pay gaps changed over time?

In common with other organisations across the third sector, the charity's workforce is disproportionately female (nearly 70%). The proportion of male colleagues remains largely consistent across the bands, though it does increase slightly in higher bands.

It's positive to see that our gender pay gap is broadly decreasing year on year, with a reduction of 8% since 2018. It's also positive that our median gap is now 0% although we note that there remains a mean gap of 8.8%. In the same period, the UK median gender pay gap was 9%¹.

It's positive to see that representation of Asian, Black and Mixed or multiple ethnicity colleagues at the charity is broadly in line with population data from the Census in 2023, although we note that the census data is limited as it's only drawn from England and Wales. We also know that diabetes disproportionately impacts people from these backgrounds, which means that more action is needed to ensure that the charity reflects the communities we serve. The data also shows a stark underrepresentation of Asian, Black and Mixed or multiple ethnicity colleagues in the highest bands at the charity.

We don't have comparative data for ethnicity pay gap reporting, as this is not a legal requirement and this year is the first year we've followed a consistent format when calculating this reporting. However, we've committed to doing this report every year going forward in order to track our progress and inform our EDI activity.

Findings and actions:

The data shows us that we are making progress towards our goal of being a diverse and inclusive charity, with equity at its heart, but there is more we need to do.

We will continue the work set out in our [Equity, Diversity and Inclusion Strategy](#), and specifically we will:

- 1) Review our **recruitment** processes, including for senior roles, so we better attract diverse talent and identify and remove barriers.
- 2) Provide opportunities for colleagues to progress within our charity, by assuring appropriate access to leadership development opportunities.

¹<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>