

NSPCC

Diversity Pay Gap report 2024



EVERY CHILDHOOD IS WORTH FIGHTING FOR

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Foreword

Our vision is to create the conditions where all our employees and volunteers feel valued, both for the unique individuals they are and the contribution they make to our mission of preventing child abuse and neglect.

We work hard to make sure every one of our team feels empowered to give their best, regardless of gender, disability, ethnicity, sexual orientation, gender identity, or any other protected characteristic.



We believe being open and transparent about our pay gaps is an essential step to help us achieve a diverse and inclusive culture. This is why our Diversity Pay Gap report goes well beyond the mandatorily required male/female gender pay gap reporting. We include ethnicity, disability, religion, and sexual orientation (this year, we expanded to also cover gender identity and show the pay gap for our entire LGBTQ+ community). For the second year in a row, we look at the intersectionality of gender on working pattern and age.

Pay gap headlines for 2024:

- Our median gender pay gap as at 5 April 2024 was 5.60%, down from 9.20% at 5 April 2023, marking an improvement on last year. Small shifts in the proportion of men across the quartiles are the driver behind the pay gap reduction. Specifically, an increase in the representation of men in our lowest quartile and a reduction in the number of men in our two upper quartiles over the period. The NSPCC gender pay gap remains significantly less than the national median gender pay gap of 13.1%.
- The median gender bonus pay gap is 0% which remains unchanged since 5 April 2023.
- This year our median ethnicity pay gap is 8%, an increase of 4.6 percentage points on our ethnicity pay gap as at 5 April 2023. Through our considerable Equality, Diversity and Inclusion (EDI) efforts, we are seeing a significant increase in the representation of

employees from ethnic minority backgrounds joining the NSPCC. These new starters are, however, largely in the lower paid quartiles. At the same time, we have also seen an increase in the number of employees from the ethnic majority (white ethnic background) who are paid at the upper mid quartile. This accounts for the increase in the ethnicity pay gap.

- Our 2024 median disability pay gap has increased by 3.5 percentage points this year to 8.1%. While this is a notable increase, it is largely driven by increased representation of employees who declared having a disability in our two lowest paid quartiles. It is also driven by a reduction in employees declaring a disability in our upper mid quartile posts.
- Our median sexual orientation and gender identity pay gap is 2.5%. This reflects a small reduction since April 2023 and results from increasing the representation of LGBTQ+ staff at all pay levels. The only exception is our lowest salaried posts, where we have seen a slight reduction in the number of LGBTQ+ employees.
- Our 2024 median religion pay gap is 3.1%, an increase of 4 percentage points compared to 5 April 2023. Whilst we have seen an increased representation of employees with religious beliefs other than Christian at all pay levels, the highest proportion was at our lower and lower mid quartiles.
- Looking at the intersectionality between gender and working patterns, the median gender pay gap has reduced across all full-time employees by 8 percentage points. It decreased from 10.65% as at 5 April 2023 to 2.89% as at 5 April 2024. We attribute this reduction to a significant increase in the number of men in our lower paid roles and an increase in the representation of women at our upper quartile pay levels.
- For part-time employees, the median pay gap has increased by c1.3 percentage points across all part-time employees. However, the number of part-time employees in the organisation remains broadly consistent with our 5 April 2023 levels.
- Looking at the intersectionality between gender and age, we have seen our gender pay gaps reduce across several age groups compared to our 5 April 2023 snapshot. This is positive as it shows that men and women are paid similarly in these cases. The exceptions are the under 25 and 45–55 age brackets, where we have seen an increase in the pay gaps.

- For the under 25s, the pay gap has increased by 4.3 percentage points, from 9.09% to 13.36% since last year. This is due to an overall underrepresentation of men within this age group.
- The pay gap in the 45-55 age bracket has increased slightly this year. However, we continue to target the specific issues faced by women aged 45-55 through our EDI strategy and wellbeing offerings to attract and retain more women of this age group.

We are pleased that our overall gender pay gap has reduced this year. While this is a positive improvement, we recognise that as we continue to diversify our workforce, other organisational pay gaps may fluctuate. We have seen this in action this year with our ethnicity, disability, religion and intersectionality (gender, working patterns and age) pay gaps.

Through our EDI actions, we will continue our efforts at three related levels. Firstly, diversifying the leadership of the organisation. Secondly, diversifying our whole workforce — although this diversification tends to occur at lower pay levels initially. And thirdly, we will continue our efforts to create pathways up the organisational hierarchy, and therefore pay structure, for employees who belong to underrepresented communities. This will allow them to achieve higher leadership levels within the NSPCC. All these actions, we believe, will play out positively in the longer term, creating a more diverse workforce **and** reducing pay gaps.

I am proud of the progress we are making to be more inclusive, so that we are better placed to be there for every child. And to ensure that there are no barriers, real or perceived, for anyone who wishes to work for, volunteer with, support or benefit from the services of the NSPCC. We know that we have more to do, but we are fully committed on our path to create a working and volunteering environment that values everyone equally and fairly for who they are and for the contribution they make. And I am confident that the specific pay-based actions we will undertake together with the wider EDI action plan, will help us make purposeful and lasting strides towards genuine equality.

Further information on our 2024 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.

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 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 extended our reporting to include pay gap reporting by ethnicity, disability, religion, and sexual orientation (this year expanded to also cover gender identity and show the pay gap for our entire LGBTQ+ community). Our pay gap reporting now goes even further to look at the intersectionality between age and working pattern 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 (as per this report). However, 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 2024. 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 have another 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.

Intersectionality

Intersectional analysis provides a more nuanced approach to pay gap reporting. 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

Enabled by several deliberate efforts¹ under the Equality, Diversity and Inclusion (EDI) action plan 2022–25, we continue to see progress on attracting and recruiting a more diverse workforce. By embedding and building further upon these initiatives, we believe we will continue to see a broadly positive trend in our pay gap data.

We have seen increased representation in our workforce of men and those who are from the Black, Asian and minoritised ethnicity community, and those who self-declare as having a disability. The same is true of employees who are from the LGBTQ+ community and those with religious beliefs other than Christian.

We are encouraged that we are beginning to see a better balance of members of the Black, Asian and minoritised ethnicity community. However, our lowest paid roles continue to have the greatest representation of ethnically diverse talent. Increasing representation of our Black, Asian and minoritised ethnicity community at senior levels will be key to reducing our ethnicity pay gap.

We are working hard to create internal career advancement opportunities for the underrepresented communities in our focus. In 2024 we launched Platform, our aspiring managers development programme for Black, Asian and employees from ethnically minoritised communities, and the programme will have another intake of participants in 2025. Platform is an eight-month programme designed to give participants learning, tools and experiences that will support the next steps in their management career journey. We hope that over time this will positively impact our diversity across the higher quartiles and reduce pay gaps for this community.

We launched the Reciprocal Learning Programme (RLP) in 2023 to allow safe, open, robust conversations about different lived experiences to break down barriers and encourage collaboration. RLP provides opportunities to help shape and improve inclusion and psychological safety. In RLP, both parties benefit from professional growth opportunities, gaining insights that can accelerate their career progression and personal development.

We have seen an increase in members from the LGBTQ+ community and those who self-declare as having a disability join us this year and this has led to a change in our pay gaps for these groups. There has been a slight reduction in our sexual orientation and gender identity pay gap², down from 3.5% in April 2023 to 2.7% as at 5 April 2024. This is due to small upward shifts in the number

¹ Initiatives introduced include:

- Under the Disability Confident scheme, we guarantee an interview to any candidate self-declaring as having a disability who meets the minimum competence requirements.
- We diversified the selection tools utilised in the recruitment process.
- We share the competency-based interview questions in advance with all shortlisted candidates.
- We created an Inclusive Recruitment training programme for all recruiting managers.

² This year, we have expanded our reporting on sexual orientation to also cover gender identity and show the pay gap for our entire LGBTQ+ community. Therefore, this year, we are comparing the LGBTQ+ pay gap with last year's sexual orientation (LGB) pay gap.

of people who identify as LGBTQ+ across most quartiles, except for the lowest quartile where we see a small reduction.

Our median disability pay gap has increased from 4.6% to 8% in April 2024. This is largely due to a marked increase in the representation of employees with a disability at the two lowest quartiles. At 5 April 2024, 60% of employees with a disability were paid at the lower quartiles as compared to 56% in 2023. We have also seen a positive shift in the representation of employees with a disability at the upper quartile pay level since last year. We will continue with our targeted actions to support these groups and diversify our workforce further. We anticipate seeing reductions in these pay gaps over time as we achieve a more balanced representation across all our pay levels.

We have a similar proportion of women in part-time roles compared to the overall proportion of women employed by the NSPCC. We also see a comparable proportion of part-time women in the upper quartile of our pay range. These are positive findings and are likely to be the outcome of actions we have taken over several years and continue to focus on. These actions encourage part-time and flexible working at all levels and provide a variety of leave options to support our employees with children and caring responsibilities.

Looking at the gender pay gap across age groups; the gender pay gap within each age group is generally lower than our overall gender pay gap. The exceptions are the 35–44 age group where we have seen a shift in the pay gap — in favour of women. This has been created by a reduction in the number of men paid at the upper quartile and an increase in the representation of women paid at this level. We have seen an increase in the pay gaps for women aged under 25 and between 45 and 55, where the median pay gaps are considerably higher at 13.36% and 17.47%, respectively.

In the under 25 age group the pay gap has increased by 4.2%. While the representation of men in this age bracket is small, a large proportion of these individuals are paid at the upper quartile which is the reason for this escalation in the pay gap. For the 45–55 age bracket, the increase in the pay gap is less significant. We have seen a rise of 0.21 percentage points since 5 April 2023, which in absolute terms is small. Given, however, that many women within this age range experience menopause, we are determined to continue our efforts to better understand any menopause-related implications on our female employees. We will also do our best to support those affected as best we can. Examples of our recent efforts in this space include:

- creating a Menopause policy and Female Health policy based on clear guidance and practical support;
- backed by our Patron, HRH Sophie, Duchess of Edinburgh, signing up to the **Wellbeing of Women Menopause Workplace Pledge**.

We also continue our efforts to make sure our recruitment practices are as inclusive as they can be across all protected characteristics to ensure we are valuing the different skills and experiences candidates bring and removing any barriers.

We are hopeful that these, and other related initiatives we have introduced, will help us better understand and mitigate against issues relating to the pay gap for women in this age category.

Overall, we are pleased to see that our EDI efforts are resulting in our workforce becoming even more diverse. This is evident in the communities where we've seen diversification grow between April 2023 and April 2024. This includes our Black, Asian and minoritised ethnicity employees,

those declaring a disability, employees from the LGBTQ+ community and those with beliefs other than Christian. Whilst we have seen diversification in our overall workforce, for most communities it is concentrated at the lower quartile pay level, as we have stated repeatedly in this report. This has resulted in some of our pay gaps temporarily increasing. But again, as stated above, we do and always will continue our efforts to get a more balanced diversification across all our pay quartiles.

As always, we remain committed to embedding EDI into everything we do, and we will never become complacent in our efforts. We are on a journey. A journey to more fully reflect and represent the wider society around us. That remains our end goal, as without it we will not truly be able to be here for all children.

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%

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%

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

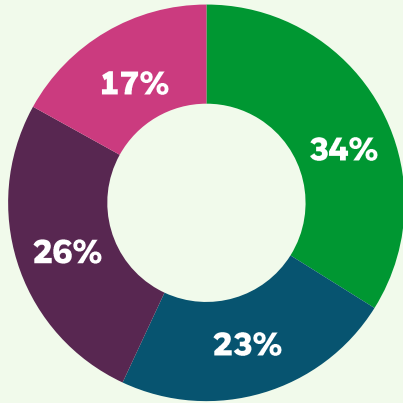
A total of 35 employees across the organisation received a recognition award within the 12-month period.

The proportion of men receiving a bonus payment was **5.4%**.

The proportion of women receiving a bonus payment was **1.6%**.

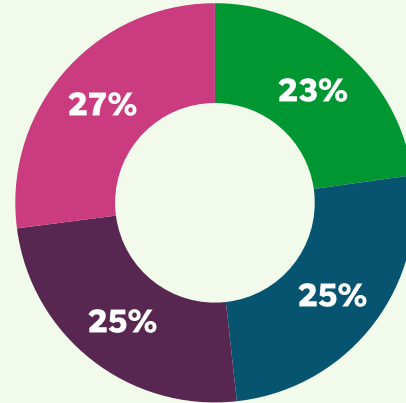
Pay quartiles – gender

Distribution of men across the quartiles



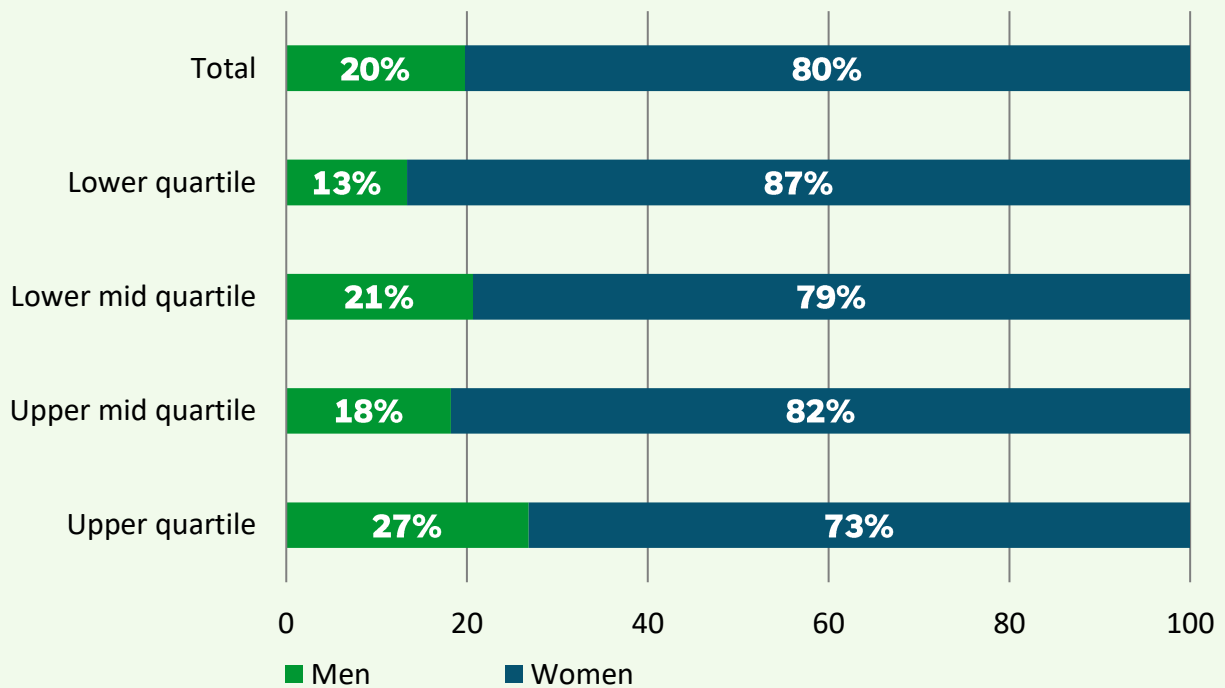
■ Upper quartile ■ Upper mid quartile
 ■ Lower mid quartile ■ Lower quartile

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%

Table 3: mean ethnicity pay gap by year

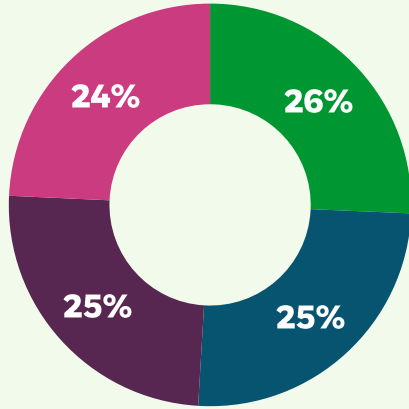
Median ethnicity pay gap

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

Table 4: median ethnicity pay gap by year

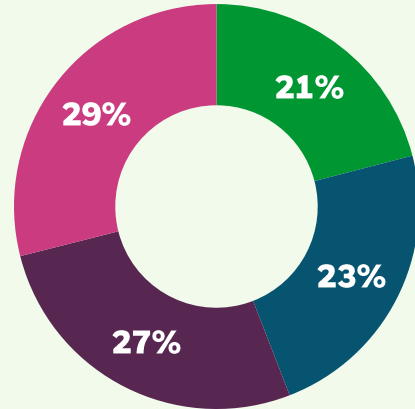
Pay quartiles – ethnicity

Distribution of white employees across the quartiles



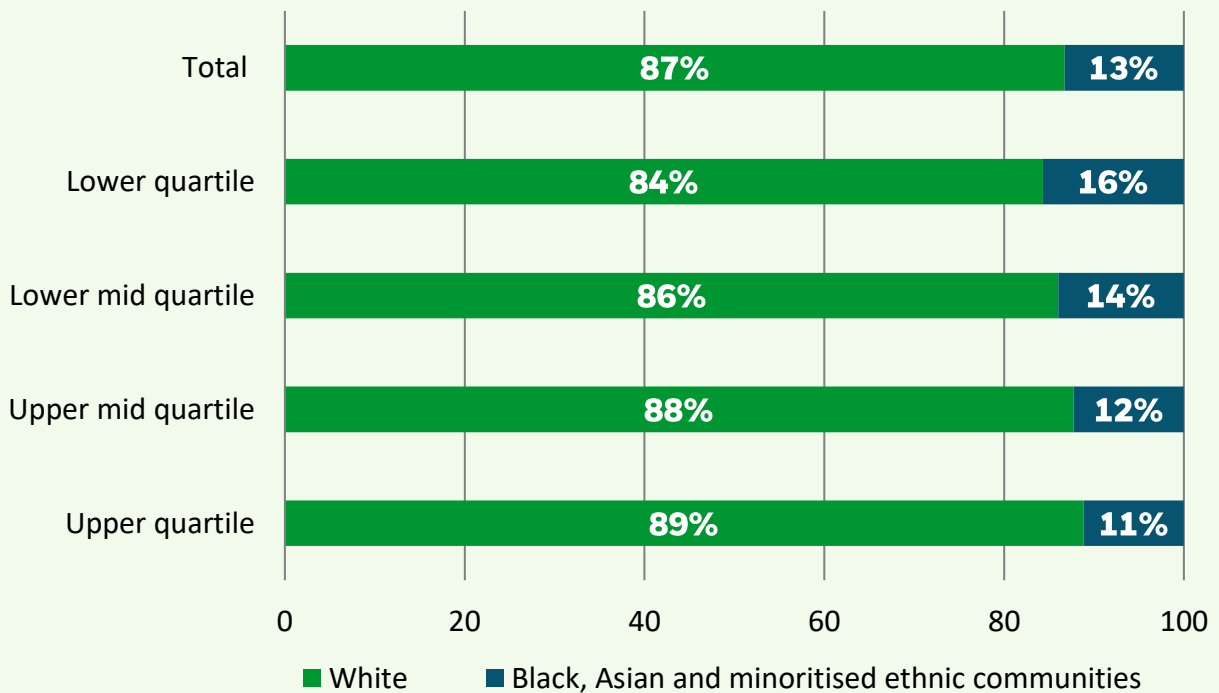
■ Upper quartile ■ Upper mid quartile
 ■ Lower mid quartile ■ Lower quartile

Distribution of employees from Black, Asian and minoritised ethnic 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



■ White ■ Black, Asian and minoritised ethnic communities

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%

Table 5: mean disability pay gap by year

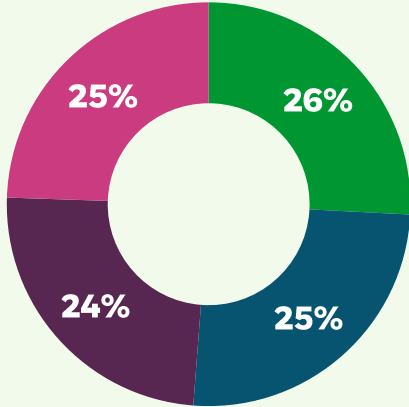
Median disability pay gap

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

Table 6: median disability pay gap by year

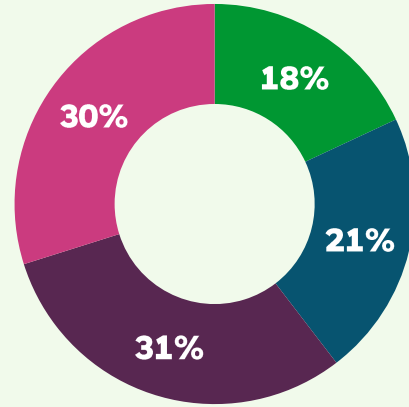
Pay quartiles – disability

Distribution of employees without a disability across the quartiles



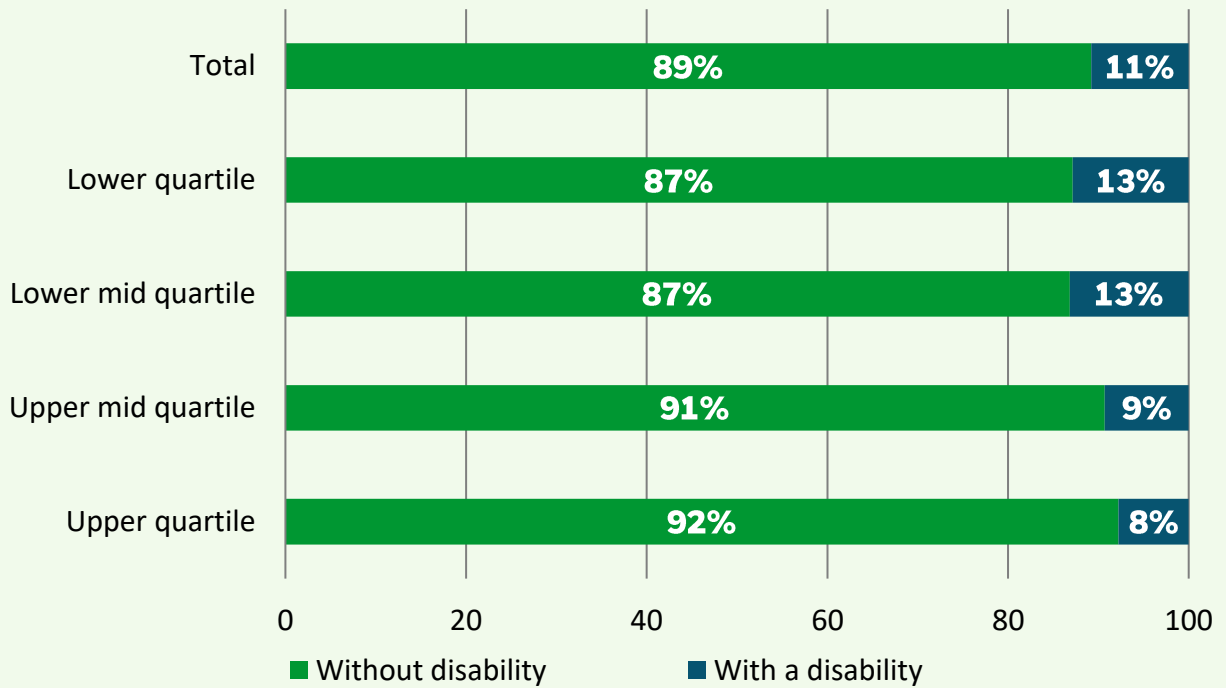
■ Upper quartile ■ Upper mid quartile
■ Lower mid quartile ■ Lower quartile

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%*

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

* In 2024, expanded to also cover gender identity and show the pay gap for our entire LGBTQ+ community. The 2021-2023 data looked at sexual orientation only.

Median sexual orientation and gender identity pay gap

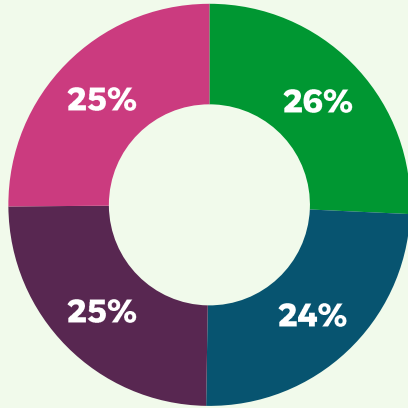
Year	Sexual orientation and gender identity pay gap
2021	-3.8%
2022	-2.16%
2023	3.50%
2024	2.50%*

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

* In 2024, expanded to also cover gender identity and show the pay gap for our entire LGBTQ+ community. The 2021-2023 data looked at sexual orientation only.

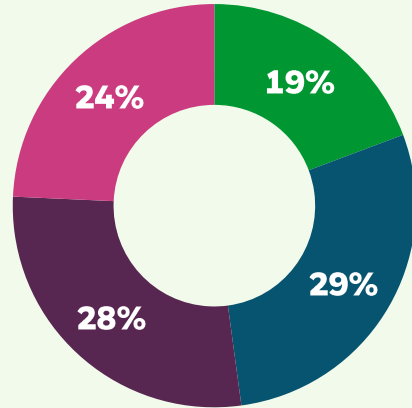
Pay quartiles – sexual orientation and gender identity

Distribution of heterosexual employees across the quartiles



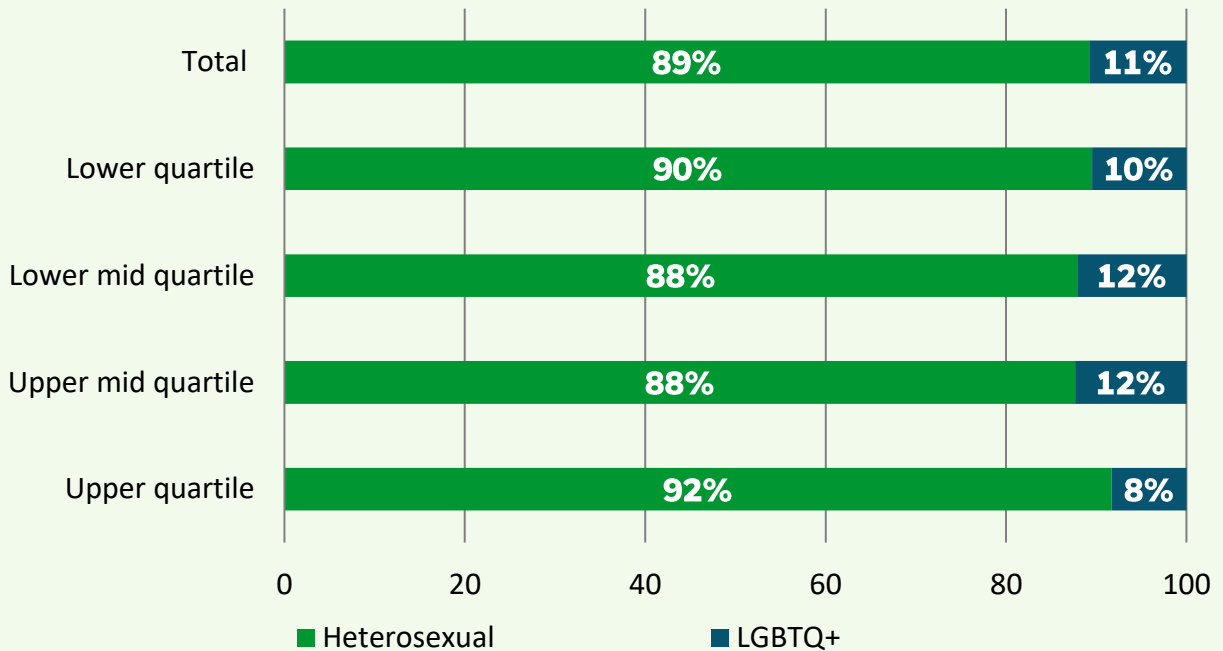
■ Upper quartile
 ■ Upper mid quartile
 ■ Lower mid quartile
 ■ Lower quartile

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%

Table 9: mean religion pay gap by year

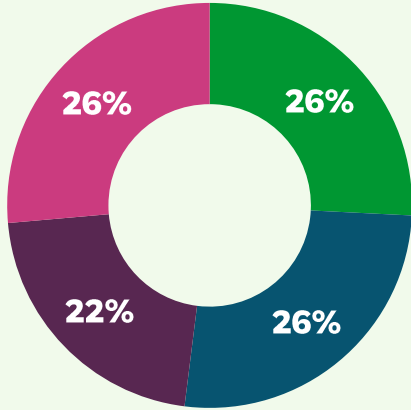
Median religion pay gap

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

Table 10: median religion pay gap by year

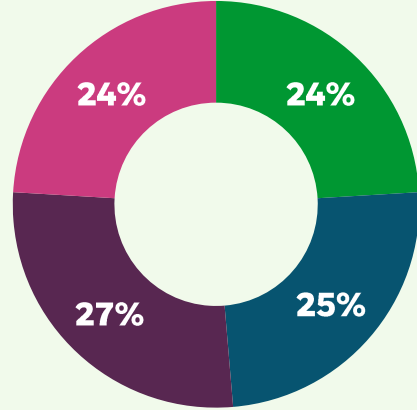
Pay quartiles – religion

Distribution of Christian employees across the quartiles



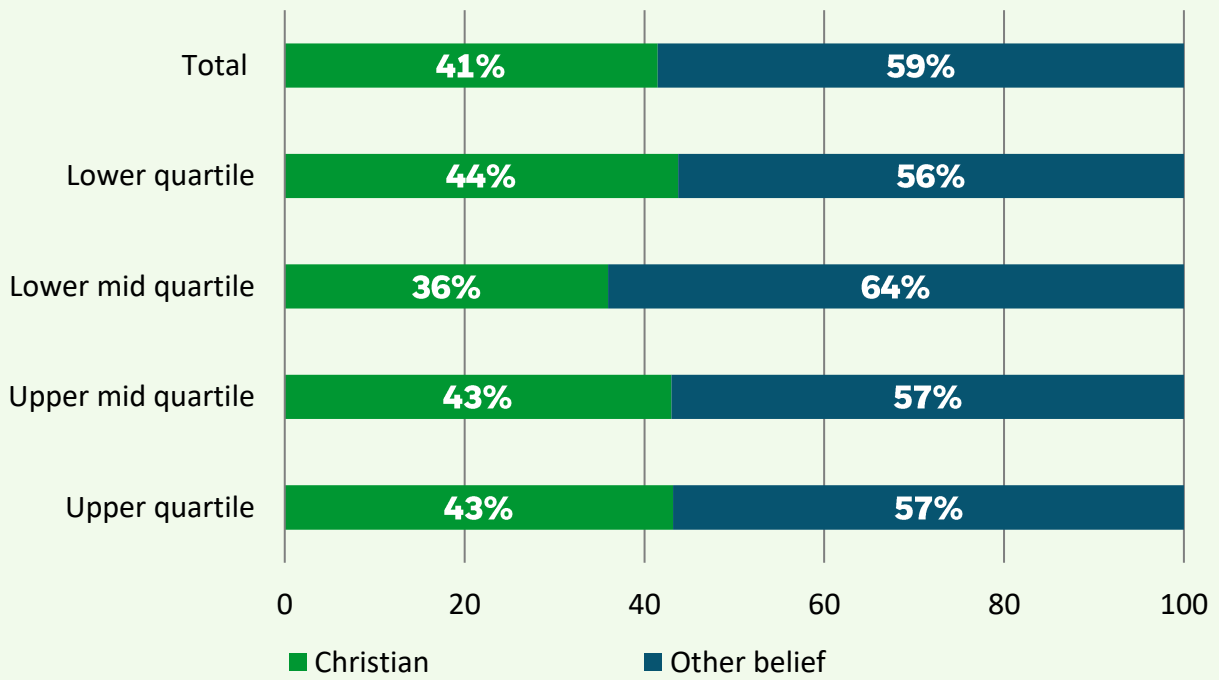
■ Upper quartile ■ Upper mid quartile
 ■ Lower mid quartile ■ Lower quartile

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



■ Christian ■ Other belief

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%

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

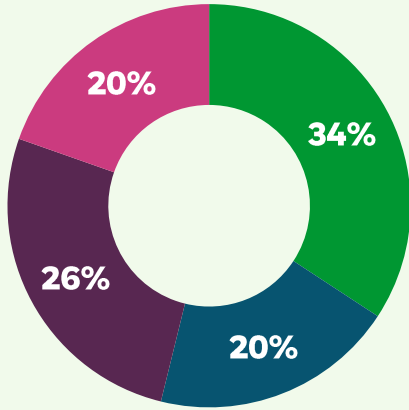
Median gender pay gap for full-time employees

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

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

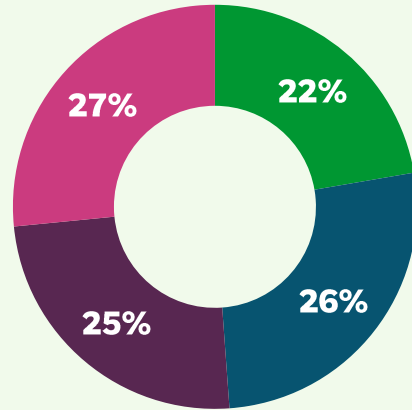
Pay quartiles – full-time employees

Distribution of full-time men across the quartiles



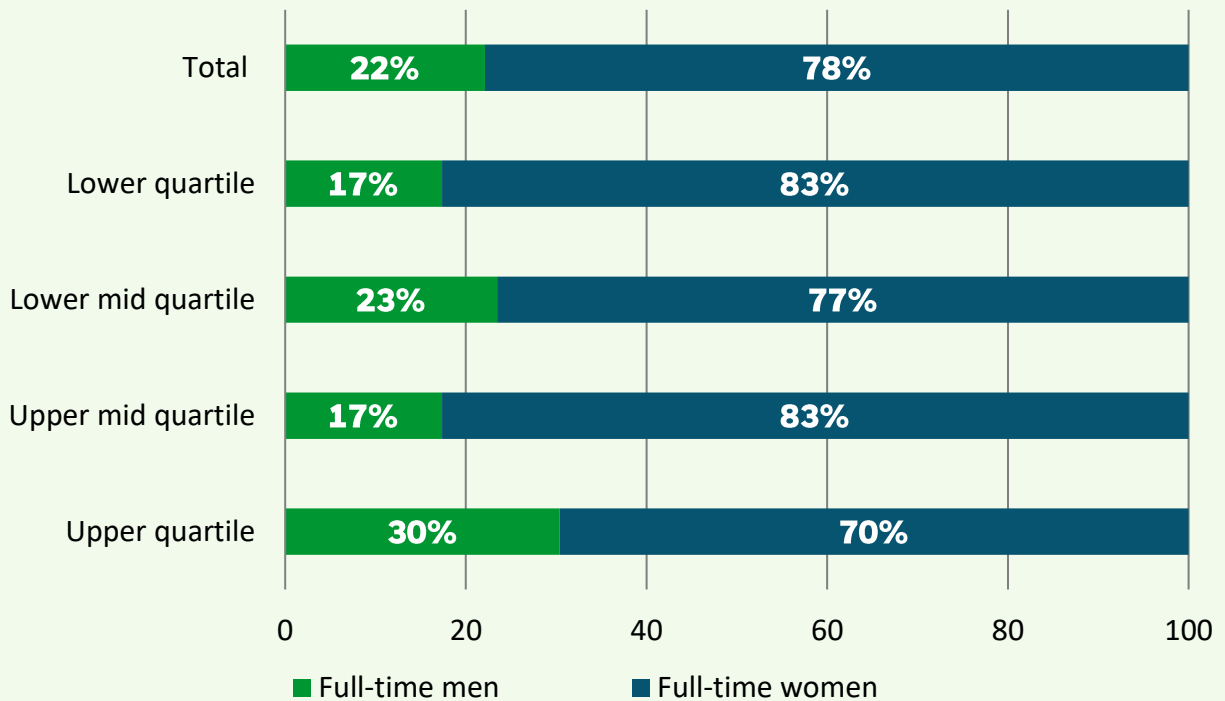
■ Upper quartile ■ Upper mid quartile
■ Lower mid quartile ■ Lower quartile

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%

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

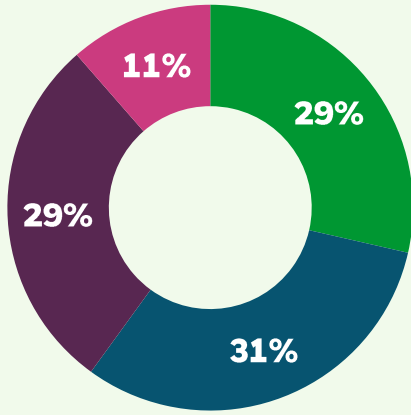
Median gender pay gap for part time people

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

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

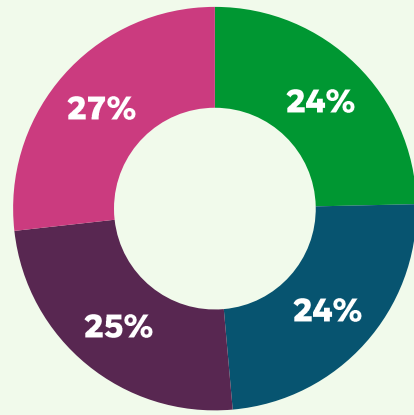
Pay quartiles – part-time employees

Distribution of part-time men across the quartiles



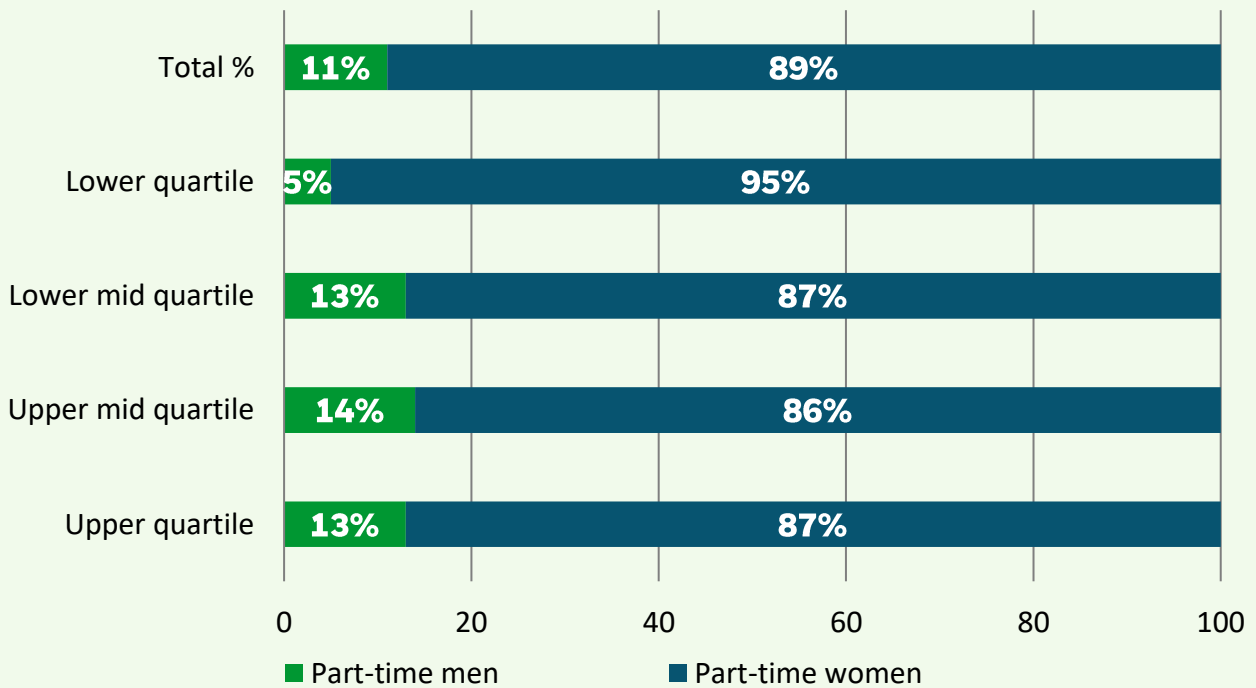
■ Upper quartile ■ Upper mid quartile
■ Lower mid quartile ■ Lower quartile

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%

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

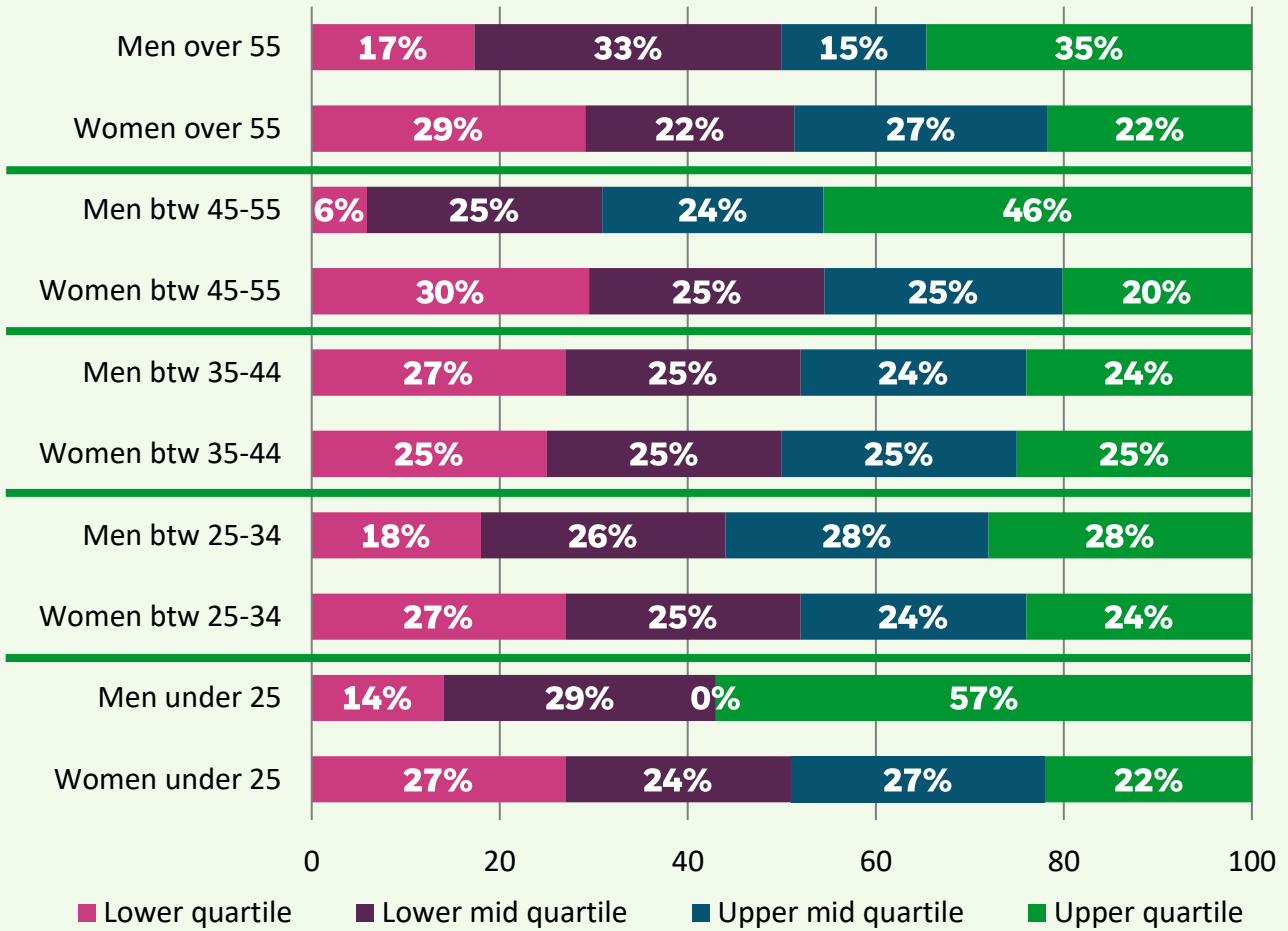
Median gender pay gap by age group

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%

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.

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EVERY CHILDHOOD IS WORTH FIGHTING FOR

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