

Sustrans pay gaps

2021-2022 report

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To find out more, please contact: Tiffany Lam,
tiffany.lam@sustrans.org.uk

Sustrans is the charity making it easier for people to walk and cycle.

We connect people and places, create liveable neighbourhoods, transform the school run and deliver a happier, healthier commute.

Join us on our journey.

www.sustrans.org.uk

Registered Charity No. 326550 (England and Wales) SC039263 (Scotland).



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Useful links

Sustrans pay gap 2020-2021: <https://www.sustrans.org.uk/media/9670/pay-gap-report-2020-and-2021.pdf>

Gender pay gap reporting: <https://www.gov.uk/government/collections/gender-pay-gap-reporting>

Introduction

Sustrans is committed to becoming a charity for everyone. This means maximising our impact across the UK's diverse communities by making walking, wheeling and cycling more inclusive, as well as becoming a more diverse and inclusive place to work and volunteer.

This report presents our 2022 pay gaps for gender, ethnicity, sexual orientation, and disability, as well as the distribution across pay quartiles. We recognise that gender is not a binary construct, and we have colleagues who identify as trans and nonbinary. However, we are unable to include them in our gender pay gap calculation due to limitations in data collection methods.

The reporting period is 5 April 2021 to 5 April 2022. The gender pay gap data is published in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We report our pay gaps for other diversity dimensions to increase transparency.

For 2022, Sustrans has a 6.98% mean gender pay gap. While this is smaller than the UK national average of 8.3%, it represents an increase from our 2021 mean gender pay gap of 5.75%. Our median gender pay gap in 2022 is 4.38%, which is a marginal increase from 2021. Sustrans remains committed to reducing its gender pay gap.

Our ethnicity and disability pay gaps have widened the most in 2022. In 2021, our disability pay gap was in favour of disabled colleagues, at -5.9%; in 2022, this has increased to 1%. Meanwhile, in 2021, our ethnicity pay gap was marginally in favour of colleagues of colour, at -0.84%; in 2022, this has increased to 3%.

We are pleased to report progress in closing our sexual orientation pay gap, which has gone from 4.2% in 2021 to -2% in 2022. LGBTQ+ colleagues now earn on average 27p per hour more than heterosexual colleagues at Sustrans.

This report concludes with future actions we will take to close our pay gaps.

Pay gap figures

Pay gap explained

Using gender as an example, the gender pay gap is the difference in average earnings between women and men at a particular organisation.

The **mean** is the difference between the average earnings for men and the average earnings for women and will be more influenced by outliers (eg very high or very low salaries).

The **median** pay gap shows the difference between the middle earning man and the middle earning woman when earnings are ranked in numerical order.

Pay gaps are often more than zero, meaning that men are, on average, paid more than women. A pay gap of less than zero (a negative number) would mean that women are paid more, on average, than men.

Pay gap reporting is distinct from equal pay. It does not relate to what men and women are paid for performing the same role, similar roles, or roles of equal value.

There is no bonus pay at Sustrans, so pay gap reporting is based on salaries.

Other than gender, the data in this report is based on those who have chosen to disclose their ethnicity, sexual orientation and disability on our HR system.

Sustrans pay gaps 2020 – 2022

Tables 1-3 below illustrate our gender, ethnicity, sexual orientation and disability pay gaps from 2020 to 2022.

Our mean gender pay gap has increased from 5.75% in 2021 to **6.98%** in 2022. While we have seen progress in our sexual orientation pay gap, which is now in favour of LGBTQ+ colleagues, at **-2%**, we have seen an increase in our disability and ethnicity pay gaps. The

disability pay gap has increased from -5.9% in 2021 to **1%** in 2022 and the ethnicity pay gap has increased from -0.84% in 2021 to **3%** in 2022.

Table 1. 2020 Pay gaps

	Gender	Ethnicity	Sexual Orientation	Disability
Mean pay gap	6.67%	-7.07%	2.40%	-1%
Median pay gap	4.49%	-1.26%	3.60%	-1%

Table 2. 2021 Pay gaps

	Gender	Ethnicity	Sexual Orientation	Disability
Mean pay gap	5.75%	-0.84%	4.20%	-5.90%
Median pay gap	4.30%	0%	2.40%	-5.90%

Table 3. 2022 Pay gaps

	Gender	Ethnicity	Sexual Orientation	Disability
Mean pay gap	6.98%	3%	-2%	1%
Median pay gap	4.38%	8%	0%	1%

Gender

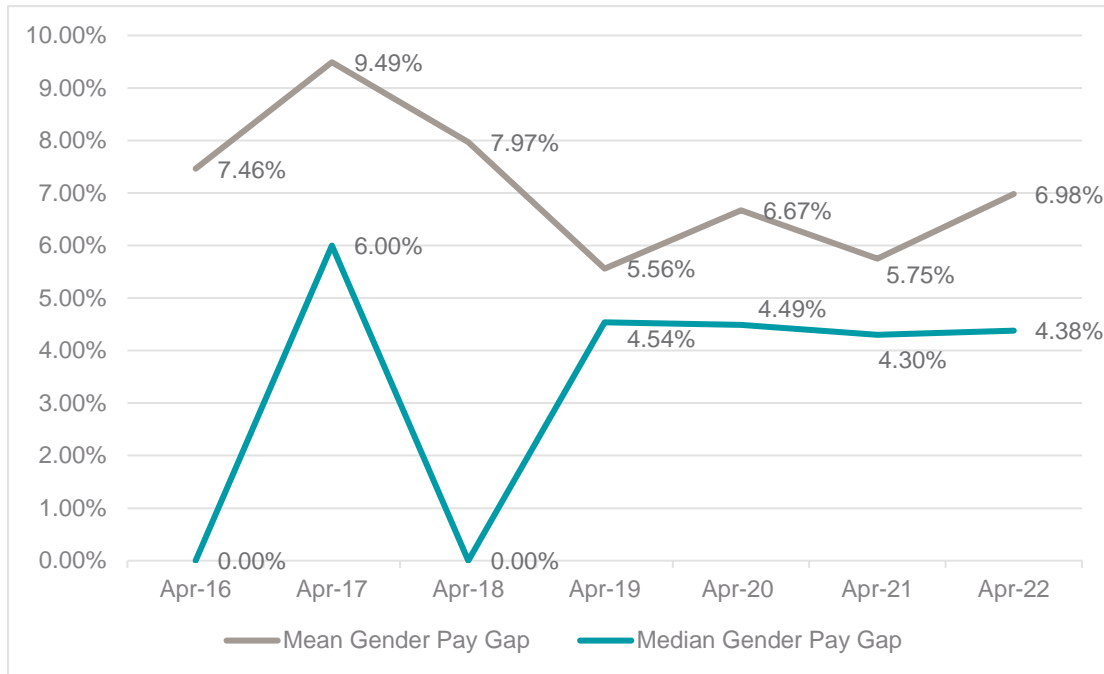
Sustrans has 752 employees across the UK. Women represent 53% of our workforce (401) and men represent 47% (351).

In April 2022, women at Sustrans earned on average £1.18 per hour less than men. This reflects a mean gender pay gap of **6.98%**. This is lower than the UK gender pay gap of 8.3%, but higher than our 2021 gender pay gap of **5.75%**.

Meanwhile, our median gender pay gap is **4.38%**. This is broadly consistent with our median pay gap in 2021, which has remained approximately the same since 2019, following a 2018 pay review that considerably reduced our gender pay gap.

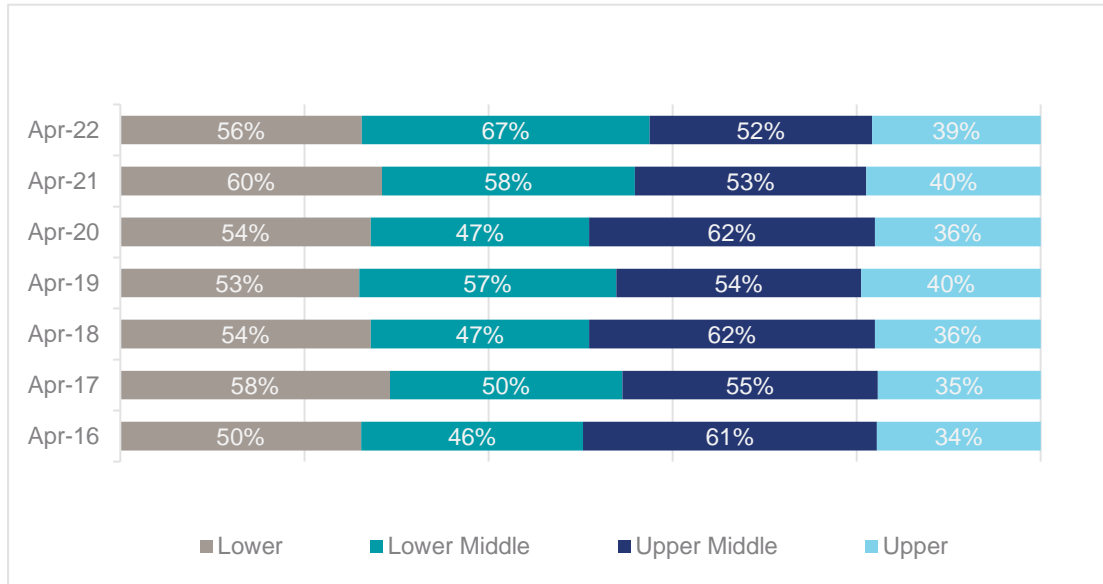
Figure 1 below illustrates how our gender pay gap has changed over time.

Figure 1. Gender pay gap over time



There are more women in lower paid roles (56%) than at higher paid roles (39%) at Sustrans in 2022, as shown in Figure 2 below. Women are also twice as likely as men at Sustrans to be on fixed-term contracts. This compounds gender inequality within the organisation, taken alongside the gender pay gap and underrepresentation of women in leadership roles.

Figure 2. Proportion of women in pay quartiles over time



Ethnicity

Our ethnicity pay gap reflects the pay gap between white people and people of colour at Sustrans. It calculates the difference between the average earnings of people of colour (using the Office for National Statistics ethnic groups: Black, Asian, Chinese, Mixed Ethnicity, Other) relative to earnings of white people (using the Office for National Statistics categories: white British, white Other).

People of colour represent 6% of the workforce at Sustrans. In April 2022, people of colour earned on average 52p less per hour than white colleagues. This equates to a mean ethnicity pay gap of **3.2%**. This has increased since April 2021 when there was a marginal pay gap in favour of colleagues of colour (**-0.84%**), in which they earned on average 13p more per hour than white colleagues. Figure 3 below shows the pay gap between white colleagues and colleagues of colour between 2020 and 2022.

Figure 3. Ethnicity pay gap (2020-2022)

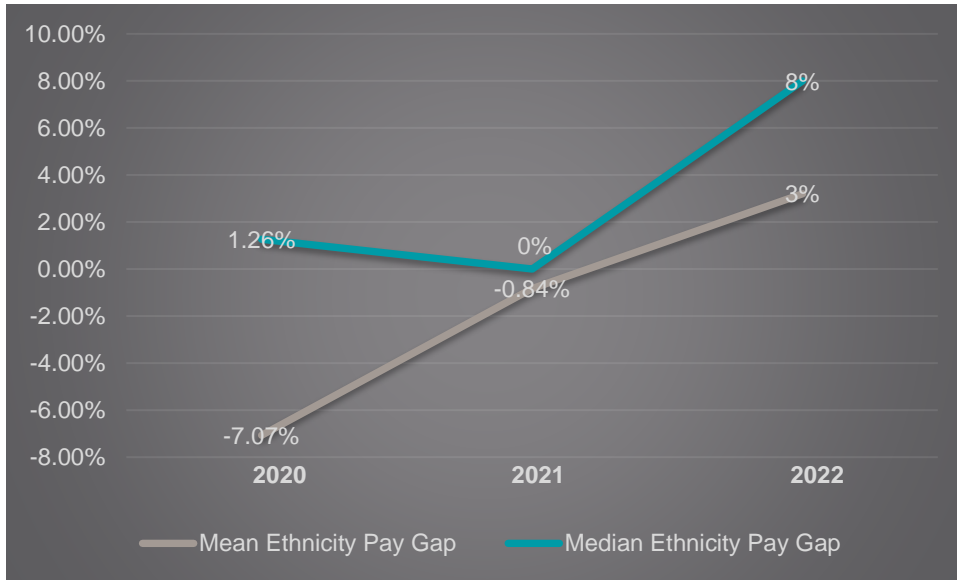
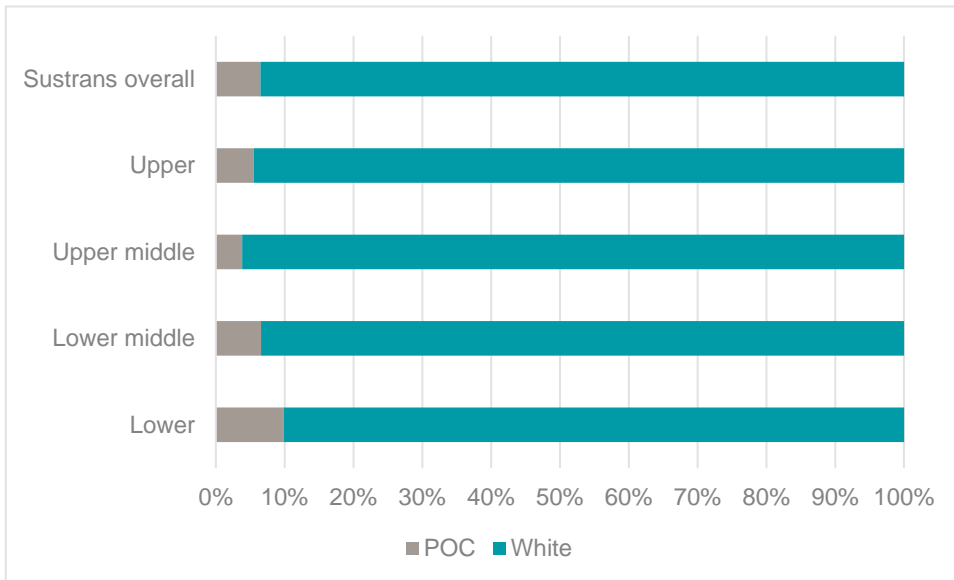


Figure 4 shows the proportion of people of colour and white people across pay quartiles. There are more colleagues of colour in lower paid roles than higher paid roles.

Figure 4. Proportion of people of colour in pay quartiles (2022)



Sexual orientation

LGBTQ+ people represent 13% of our workforce. In 2022, our mean sexual orientation pay gap is in favour of LGBTQ+ colleagues, at **-1.8%**. LGBTQ+ colleagues earn on average 27p per hour more than heterosexual colleagues. This is an improvement from 2021 when our sexual orientation pay gap was **4.2%** and LGBTQ+ colleagues earned on average 62p per hour less than heterosexual colleagues.

Figure 5 shows how our sexual orientation pay gap has changed between 2020 and 2022.

Figure 5. Sexual orientation pay gap (2020-2022)

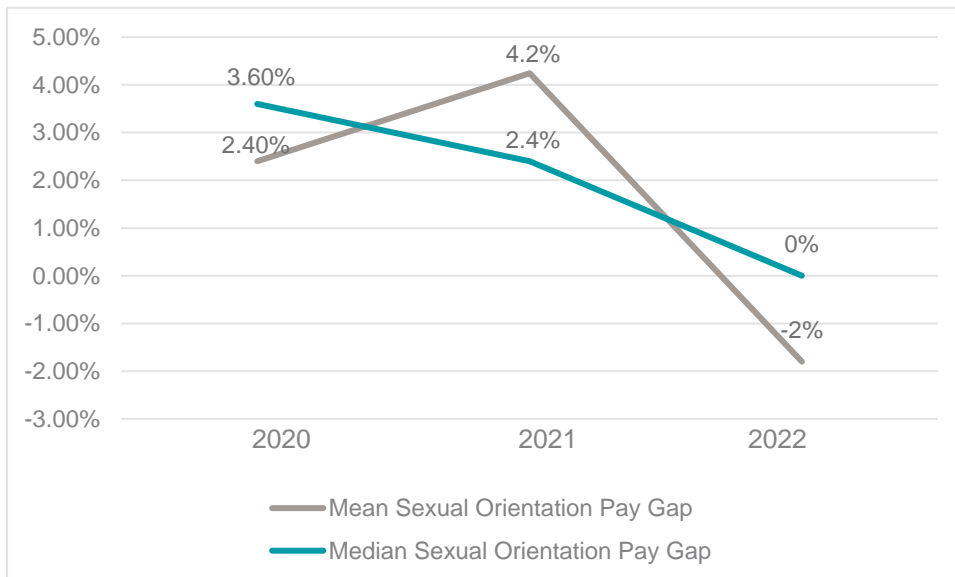
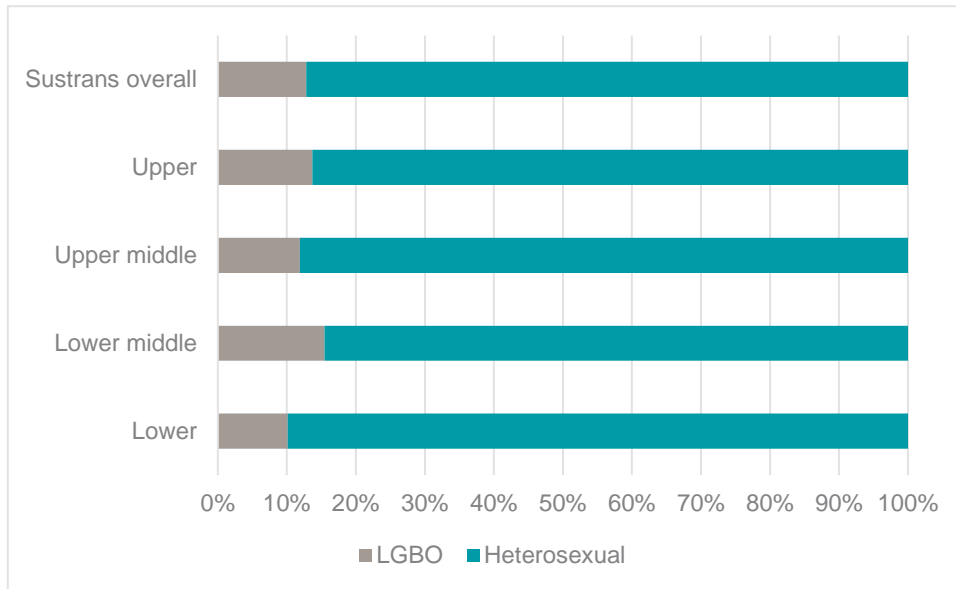


Figure 6 shows the proportion of LGBTQ+ colleagues across pay quartiles. LGBTQ+ colleagues represent 14% of those in senior leadership roles.

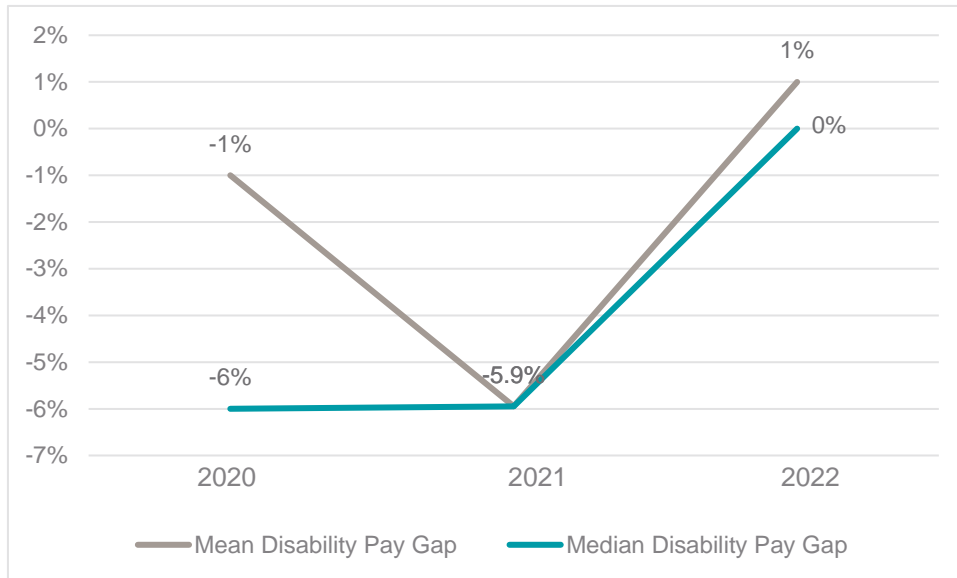
Figure 6. Proportion of LGBTQ+ colleagues in pay quartiles (2022)



Disability

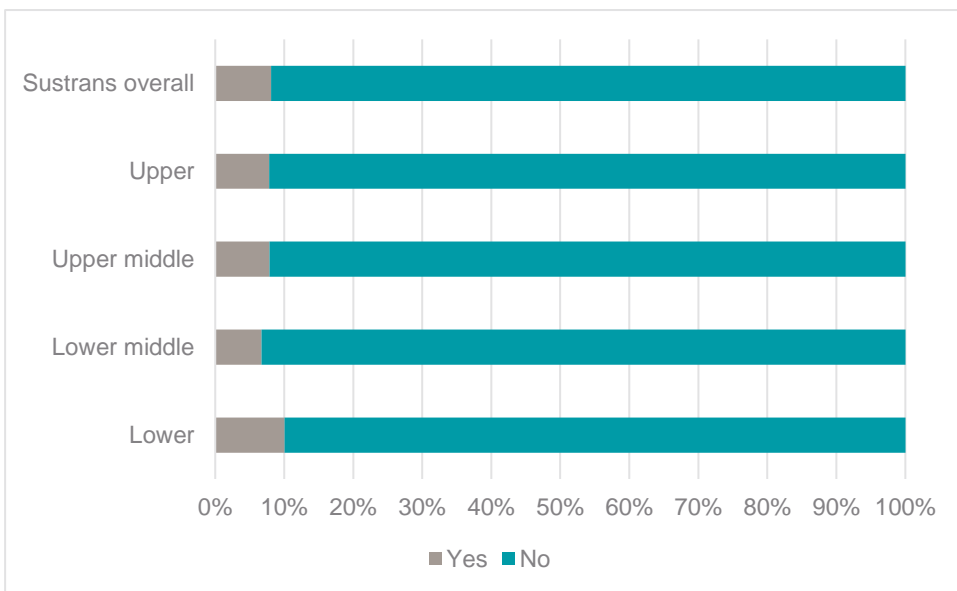
Disabled colleagues represent 8% of our workforce. In 2021, we had a relatively large pay gap in favour of disabled colleagues, at **-5.9%**. This means disabled colleagues earned 93p per hour more than non-disabled colleagues. However, in 2022, our mean disability pay gap increased to **1%**, meaning that disabled colleagues now earn 16p less than non-disabled colleagues. Figure 7 illustrates how our disability pay gap has changed between 2020 and 2022.

Figure 7. Disability pay gap (2020-2022)



As shown in Figure 8 below, we have more disabled colleagues in the lower grades than any other pay quartile.

Figure 8. Proportion of disabled colleagues in pay quartiles (2022)



Future actions

In our 2021 pay gap report, we outlined two areas for action to close our gender and other pay gaps.

Exit rates

We said we would further analyse and understand why people leave Sustrans by:

- Analysing trends in the starting/leaving data for colleagues with different diversity dimensions
- Implementing a thorough exit interview process.

Since then, we have collected, analysed and reported data on starters and leavers with different diversity dimensions. However, further analysis of diversity data on starters and leavers is required to understand any material impacts on our pay gaps.

We have also implemented a new exit interview process, part of which is the online exit survey run by the Happiness Index, which runs our annual staff survey. We are currently reviewing our exit interview process to include more questions around equity, diversity and inclusion.

Support of flexible working and its impact on progression

We said we would:

- Undertake analysis of how flexible working is taken up by different demographics within our workforce, and across different pay grades, and whether this impacts on pay and progression
- Monitor the uptake of shared parental leave by the different demographics in our workforce, so that we can understand the impact of recent changes to our leave policies, including our shared parental leave policy.

We are in the process of reviewing this analysis and undertaking a broader review of how working patterns have changed over time, disaggregated by demographic characteristics, at Sustrans. This includes an analysis of the uptake of flexible working across different demographic groups, as well as an analysis of the extent and reasons for part-time and/or flexible working.

Additional actions

We have undertaken a comprehensive review of our pay and reward structure and will implement changes in April 2023. An equality impact assessment of these changes has been carried out and there are no adverse impacts for employees based on characteristics such as gender, age, ethnicity or disability.

In addition, we have commissioned a Diversity and Inclusion audit of Sustrans, which consisted of a review of organisational policies, practices and cultures from an equity, diversity and inclusion perspective. We will prioritise and progress key actions and recommendations from the audit.