

Sustrans Pay Gaps

2022-2023 Report

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We work for and with communities, helping them come to life by walking, wheeling and cycling to create healthier places and happier lives for everyone. www.sustrans.org.uk

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Contents

Contents	1
Introduction	2
Pay Gap Figures	3
Pay Gap explained	3
Sustrans pay gaps 2020 - 2023	3
Gender.....	5
Ethnicity	7
Sexual Orientation	8
Disability	9
Future Actions	11
Exit rates.....	11
Support of flexible working and its impact on progression	11
Additional actions	12

Useful links

Sustrans pay gap 2021-2022 Report:

<https://www.sustrans.org.uk/media/11898/sustrans-2021-22-pay-gap-report.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 2023 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 and the need to protect colleagues' anonymity.

The reporting period is 5 April 2022 to 5 April 2023. 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.

The UK national average gender pay gap in April 2023 was 7.7%. For 2023, Sustrans has a 4.59% mean gender pay gap. We are pleased to report a decrease from our 2022 mean gender pay gap of 6.98%. Our median gender pay gap in 2023 is 0%, which is a decrease from 4.38% in 2022.

Our mean ethnicity, disability, and sexual orientation pay gaps have widened the most in 2023. In 2022 our disability pay gap was at 1%; in 2023 this increased to 2.30%. In 2022, our ethnicity pay gap was at 3%. In 2023 this increased to 4%. In 2022, our sexual orientation pay gap was at -2% in 2022 in favour of LGBO colleagues.¹ In 2023 this increased to 2%.

Our median disability pay gap remained at the same level in both 2022 and 2023 at 0%. This was mirrored in our median sexual orientation pay gap, which similarly remained at 0% in both 2022 and 2023. Our median ethnicity pay gap in 2023 reached 0%, a decrease from 8% in 2022.

Sustrans' median pay is £16.13 per hour. Over 1 in 5 colleagues are on the hourly rate of £16.13 (in the middle of the salary scales), making 0% the median pay gap.

¹ LGBO denotes Lesbian, Gay, Bisexual, and colleagues who define their sexual orientation in an 'Other' way.

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 (e.g. 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.

In addition to 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 - 2023

Tables 1-4 below illustrate our gender, ethnicity, sexual orientation and disability pay gaps from 2020 to 2023.

Our mean gender pay gap has decreased from 6.98% in 2022 to 4.59% in 2023. Despite this progress, we have seen an increase in our mean disability, ethnicity, and sexual orientation pay gaps. The disability pay gap has increased from 1% in 2022 to 2.3% in 2023. The ethnicity pay gap has increased from 3% in 2022 to 4% in 2023. The sexual orientation pay gap has increased from -2% in 2022 to 2% in 2023.

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%

Table 4. 2023 Pay gaps

	Gender	Ethnicity	Sexual Orientation	Disability
Mean pay gap	4.59%	4%	2%	2.30%
Median pay gap	0%	0%	0%	0%

Gender

Sustrans has 794 employees across the UK. Women represent 54.28% of our workforce (431) and men represent 44.84% (356). Colleagues who do not identify as female or male make up 0.88% of the workforce.

In April 2023, women at Sustrans earned on average 83p per hour less than men. This reflects a mean gender pay gap of 4.59%. This is lower than the UK gender pay gap of 7.7%, and lower than our 2022 gender pay gap of 6.98%.

Our median gender pay gap has reduced to 0%. This is a decrease from our median pay gap of 4.38% in 2022, and a significant shift after remaining 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.

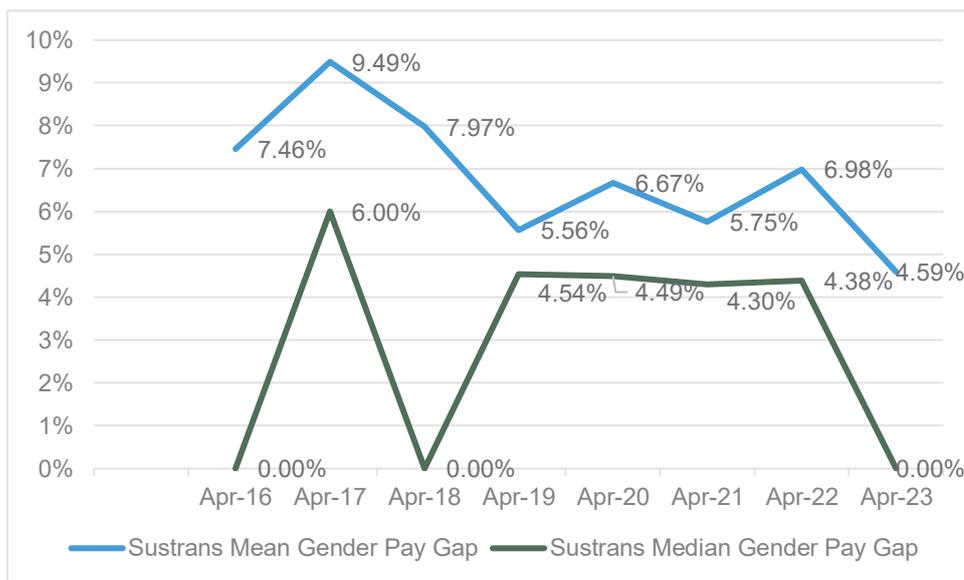


Figure 1. Sustrans gender pay gap over time (2016-2023)

Figure 2 below illustrates the UK Median Gender Pay Gap in comparison to Sustrans' Median Gender Pay Gap between 2016 and 2023.

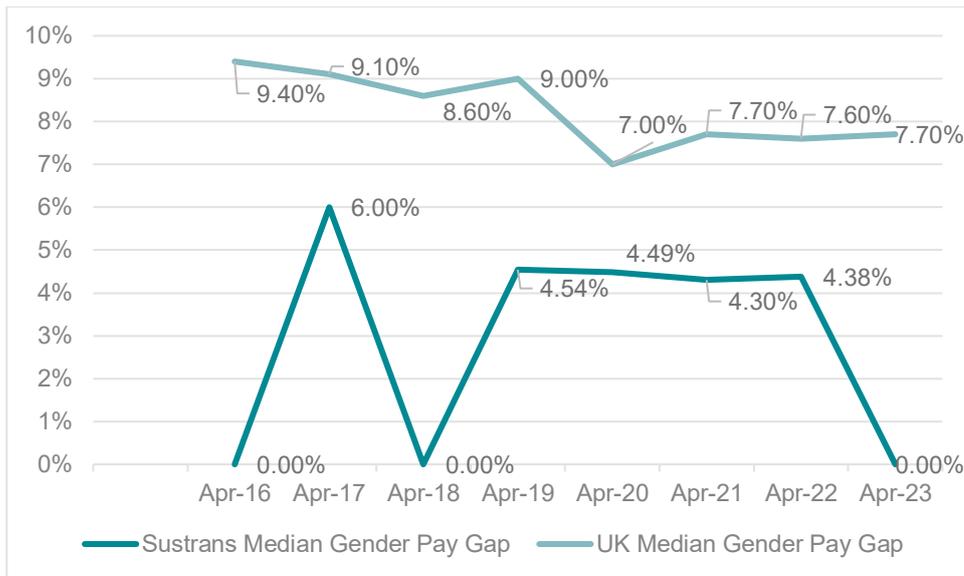


Figure 2. UK Median Gender Pay Gap in comparison to Sustrans Median Gender Pay Gap (2016-2023)

There are more women in lower paid roles (52%) than at higher paid roles (44%) at Sustrans in 2023, as shown in Figure 3 below. Women are also more likely than 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 senior leadership roles.

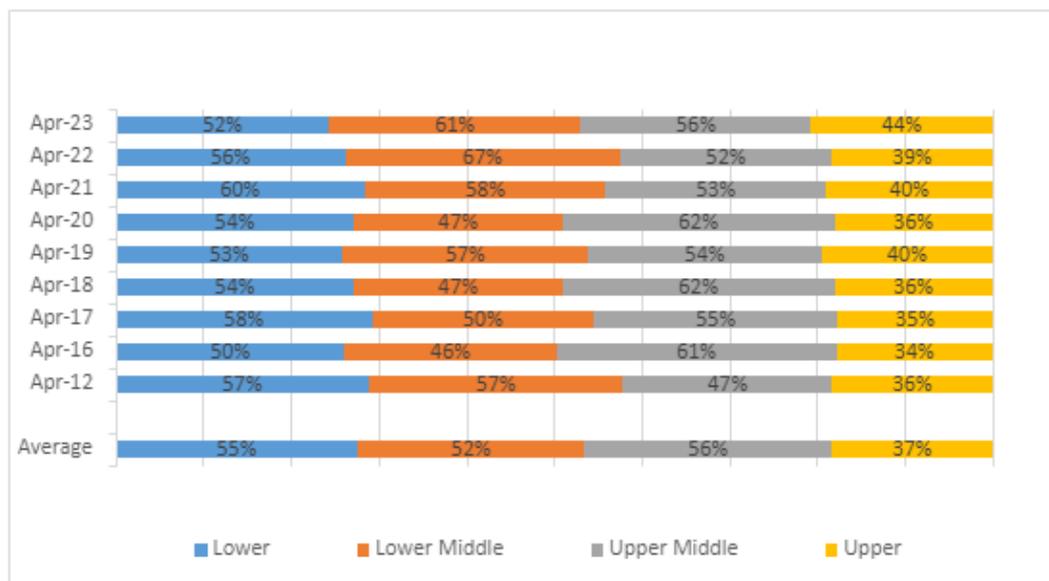


Figure 3. Proportion of women in pay quartiles over time (2012 – 2023)

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 9% of the workforce at Sustrans. In April 2023, people of colour earned on average 77p less per hour than white colleagues. This equates to a mean ethnicity pay gap of 4.35%, an increase since the April 2021 pay gap of 3.2%. Figure 3 below shows the increasing pay gap between white colleagues and colleagues of colour between 2021 and 2023.

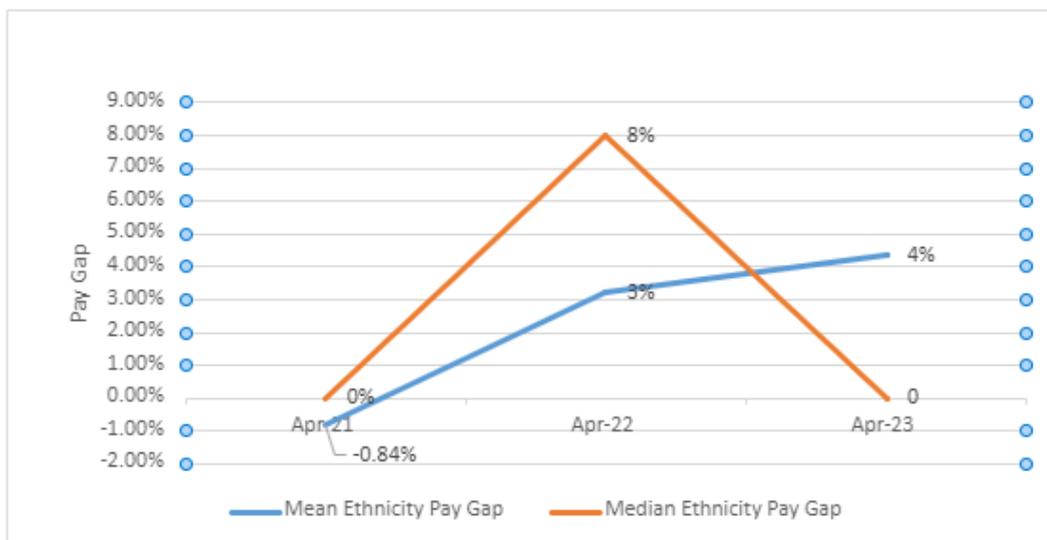


Figure 3. Ethnicity pay gap (2021-2023)

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.

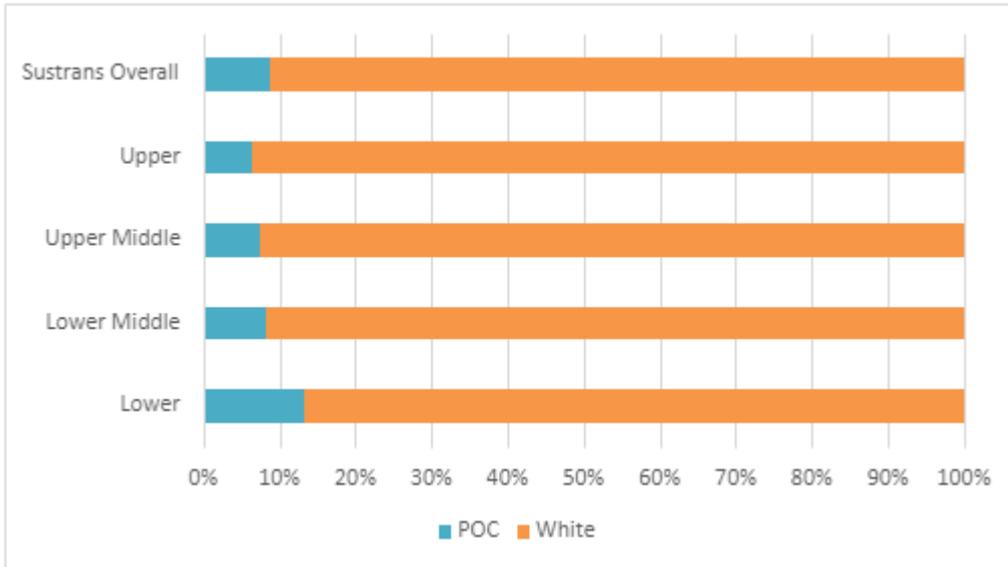


Figure 4. Proportion of people of colour in pay quartiles (2023)

Sexual Orientation

LGBO people represent 13% of our workforce. In 2022 our mean sexual orientation pay was 1.8% in favour of LGBO colleagues. In 2023, the gap increased to 1.6%. LGBO colleagues now earn on average 26p per hour less than heterosexual colleagues.

Figure 5 shows how our sexual orientation pay gap has changed between 2021 and 2023.

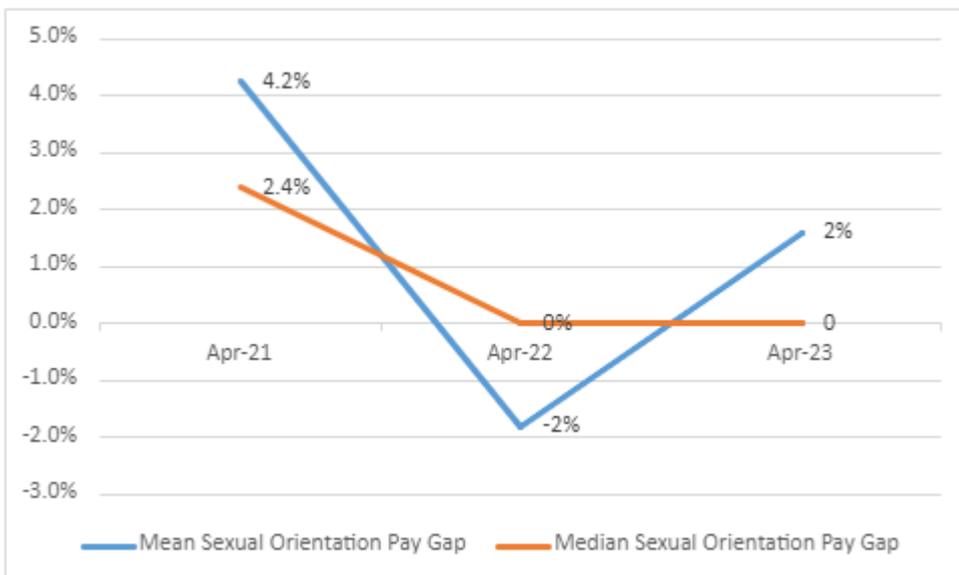


Figure 5. Sexual orientation pay gap (2021-2023)

Figure 6 shows the proportion of LGBO colleagues across pay quartiles. LGBO colleagues represent 11% of those in senior leadership roles.

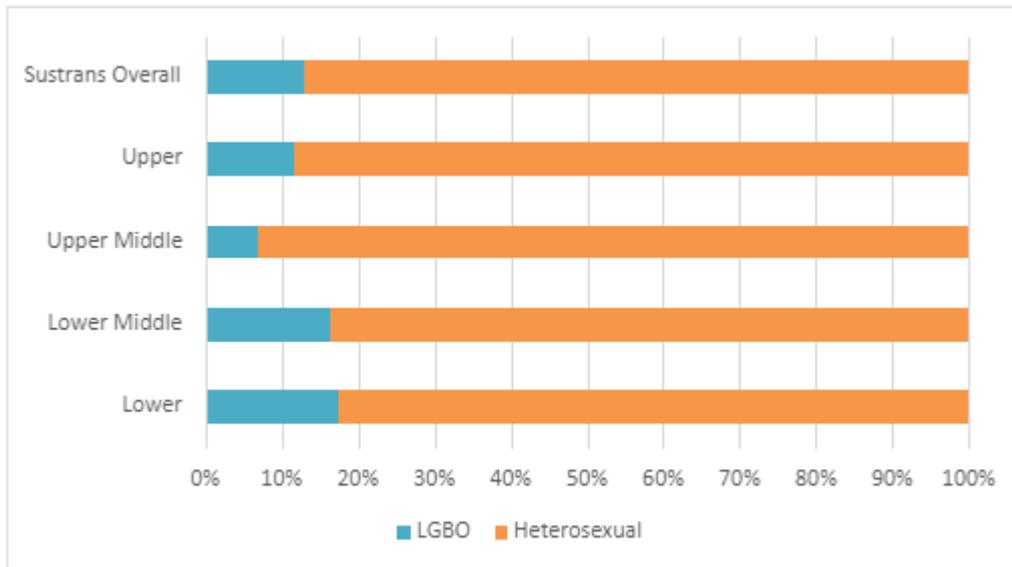


Figure 6. Proportion of LGBO colleagues in pay quartiles (2023)

Disability

Disabled colleagues represent 10% of our workforce. In 2023, our mean disability pay gap increased to 2.3%. This means that disabled colleagues now earn 42p less than non-disabled colleagues. In 2021, we had a relatively large pay gap in favour of disabled colleagues, at **-5.9%**. This meant that disabled colleagues earned 93p per hour more than non-disabled colleagues. In 2022 the pay gap increased to 1%, meaning that disabled colleagues earned 16p less than non-disabled colleagues.

Figure 7 illustrates how our disability pay gap has changed to the detriment of disabled colleagues between 2021 and 2023.

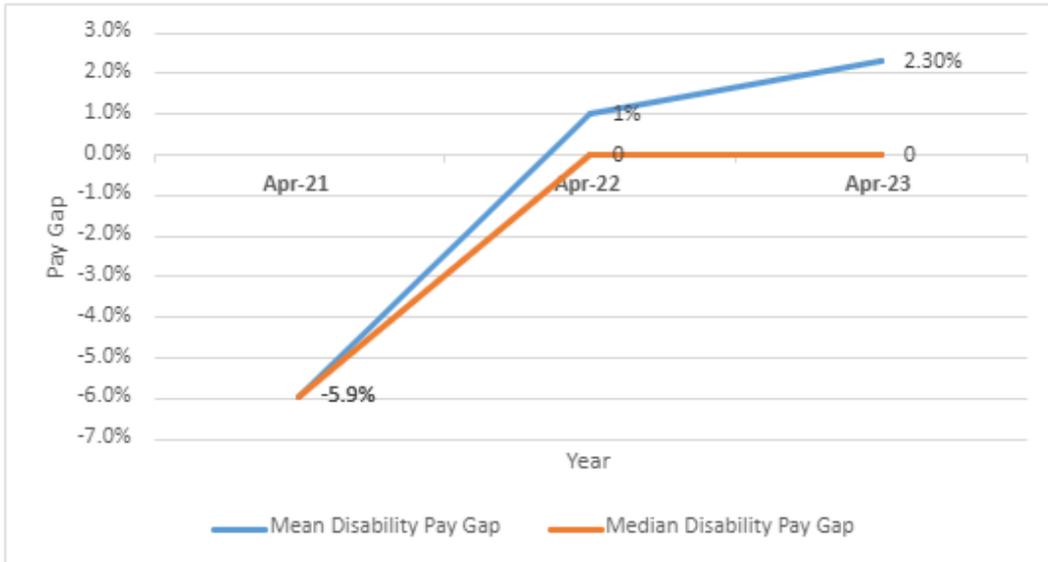


Figure 7. Disability pay gap (2021-2023)

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

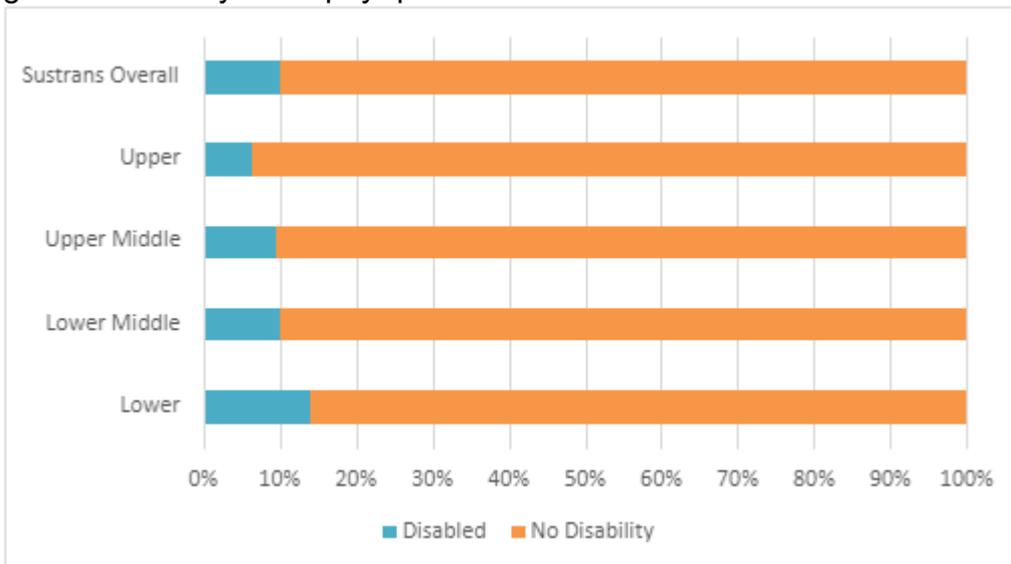


Figure 8. Proportion of disabled colleagues in pay quartiles (2023)

Future Actions

In both our 2021 and 2022 Pay Gap Reports, we outlined two areas for action to close our gender and other pay gaps. In 2023, these actions remain priorities that are in progress.

Exit rates

From April 2022 to April 2023 women left the organisation at a faster rate than men. This could contribute to Sustrans' gender pay gap.

In 2021 we said that we would 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 are currently doing more in-depth review and analysis of data from exit interviews to identify if leavers are raising particular issues around equity, diversity and inclusion at Sustrans. We are also reviewing our exit interview process to include more questions around equity, diversity and inclusion.

Support of flexible working and its impact on progression

Flexible working offers a variety of benefits for both individuals and organisations. Different modes of flexible working can help to create an inclusive culture for employees and contribute to narrowing the pay gap.

In 2021 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.

In 2023 we are continuing this analysis and undertaking a broader review of how working patterns have changed over time, disaggregated by demographic characteristics. 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

In 2022 we commissioned a Diversity and Inclusion Audit of Sustrans. This consisted of a review of organisational policies, practices and cultures from an equity, diversity, and inclusion perspective. The findings and recommendations from the audit have informed the internal dimension of our For Everyone Strategic Framework (FESF), which we launched in October 2023.

The FESF has an internal dimension that sets out our approach to becoming a more diverse and inclusive organisation, as well as an external dimension that outlines our approach to embedding equity in our external delivery work. The FESF is accompanied by an Internal and an External Action Plan, which has guided the 2024/25 business planning process. We are reviewing our progress on implementing the FESF and action plans on a quarterly basis.