

Sustrans pay gaps

2023-2024 report

4 April 2025

To find out more, please contact: peopleops@sustrans.org.uk

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

Introduction	2
Pay gap figures.....	4
Pay gap explained	4
Sustrans pay gaps 2020 - 2024	5
Gender.....	8
Ethnicity	10
Sexual orientation.....	12
Disability	13
Future actions.....	15
Exit rates.....	15
Support of flexible working and its impact on progression	15
Additional actions	16
Appendix.....	18

Useful links

Sustrans pay gap 2022-2023 Report:

<https://www.sustrans.org.uk/media/13545/sustrans-pay-gaps-2022-2023-public.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 2024 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 2023 to 5 April 2024. 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.

Summary

The recommended measure of the pay gap is to use the median rather than the mean.

The UK national mean gender pay gap, among full-time workers, in April 2024 was 7%. For 2024, Sustrans has a 6.36% mean gender pay gap. We are pleased to report that our median gender pay gap in 2024 is 0%, which we have maintained since 2023 and is a decrease from 4.38% in 2022.

Our median disability pay gap remained at the same level in both 2023 and 2024 at 0%. This was mirrored in our median sexual orientation pay gap, which similarly remained at 0% in both 2023 and 2024. The same is true of our median ethnicity

pay gap - in 2023 it reached 0% but has increased in 2024 to 5.58%.

Sustrans' median pay is £16.85 per hour. Over 1 in 5 colleagues are on the hourly rate of £16.85 (in the middle of the salary scales), making 0% the median pay gap.

Our mean ethnicity, disability, and sexual orientation pay gaps have widened the most in 2024:

- In 2023 our disability pay gap was at 2.30%; in 2024 this decreased to -0.3%.
- In 2023, our ethnicity pay gap was at 4%. In 2024 this increased to 8.22%.
- In 2023, our sexual orientation pay gap was at 2% in 2022 in favour of LGBO colleagues.¹ In 2024 this increased to 3.74%.

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.

Statistically median figures are considered more accurate as they are not skewed by very high or very low earners. We have included both in this report.

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 - 2024

Tables 1-4 below illustrate our gender, ethnicity, sexual orientation and disability pay gaps from 2020 to 2024.

Median pay gaps

The median pay gap for gender dropped to 0% in 2023 and remained at 0% in 2024, indicating no disparity in median pay.

The median pay gap for ethnicity improved, reaching 0% in 2021, but returned to a positive figure in 2022 and rose again in 2024, indicating some disparities.

The median pay gap for sexual orientation shows a stable downward trend of 0% across the past three years.

The disability median pay gap improved over three years, reaching 0% in 2023 and remaining at that figure in 2024.

The analysis of the median pay gap highlights significant progress in eliminating disparity in several categories, particularly gender, sexual orientation, and disability, which have all achieved 0% in recent years. However, the fluctuations in the ethnicity median pay gap call for continued monitoring and efforts.

Mean pay gaps

Our mean gender pay gap increased from 4.59% in 2023 to 6.36% in 2024. The disability pay gap decreased significantly from 2.3% in 2023 to an impressive -0.3% in 2024. The ethnicity pay gap increased from 4% in 2023 to 8.22% in 2024. The sexual orientation pay gap increased from 2% in 2023 to 3.74% in 2024.

The gender pay gap shows a general trend fluctuation over the years, with an overall decrease from 2020 – 2023, followed by an increase in 2024.

The ethnicity pay gap has increased significantly over the years, moving from a negative value to an apparent pay gap by 2022 and reaching 8.22% in 2024.

The sexual orientation pay gap has shown variability, with an increased gap in 2021, narrowing to -2% in 2022, and increasing again in 2024.

The disability pay gap improved significantly from 2020 (-1%) to 2021 (-5.9%) but reverted to a consistent increase in the pay gap for two years before reducing again in 2024.

The review of the mean pay gaps indicates that while there have been fluctuations, narrowing some gaps, particularly in the earlier years (ethnicity and disability), it does reflect a good trend. However, the increasing positive gap for ethnicity highlights a concern that needs to be addressed.

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%

Table 5. 2024 pay gaps

	Gender	Ethnicity	Sexual orientation	Disability
Mean pay gap	6.36%	8.22%	3.74%	-0.3%
Median pay gap	0%	5.58%	0%	0%

Gender

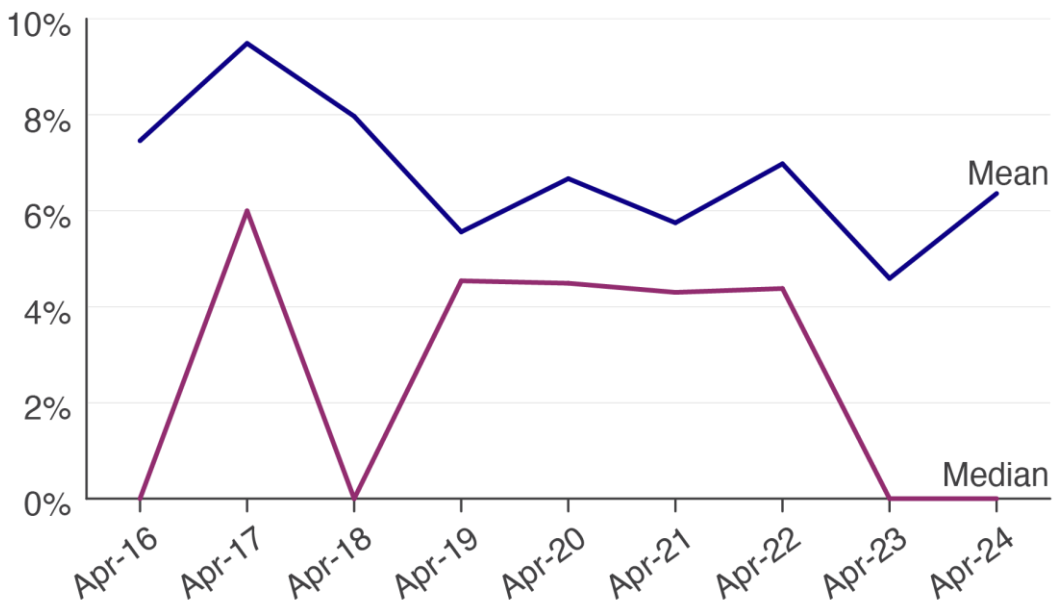
Our median gender pay gap has maintained a reduction of 0% since 2023. This is a decrease from our median pay gap of 4.38% in 2022.

Sustrans has 757 employees across the UK. Women represent 55% of our workforce (418) and men represent 44.78% (339). Colleagues who do not identify as female or male make up 0.998% of the workforce.

In April 2024, women at Sustrans earned on average £1.22 per hour less than men. This reflects a mean gender pay gap of 6.36%. This is lower than the UK gender pay gap of 7%, but higher than our 2023 gender pay gap of 4.59%.

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

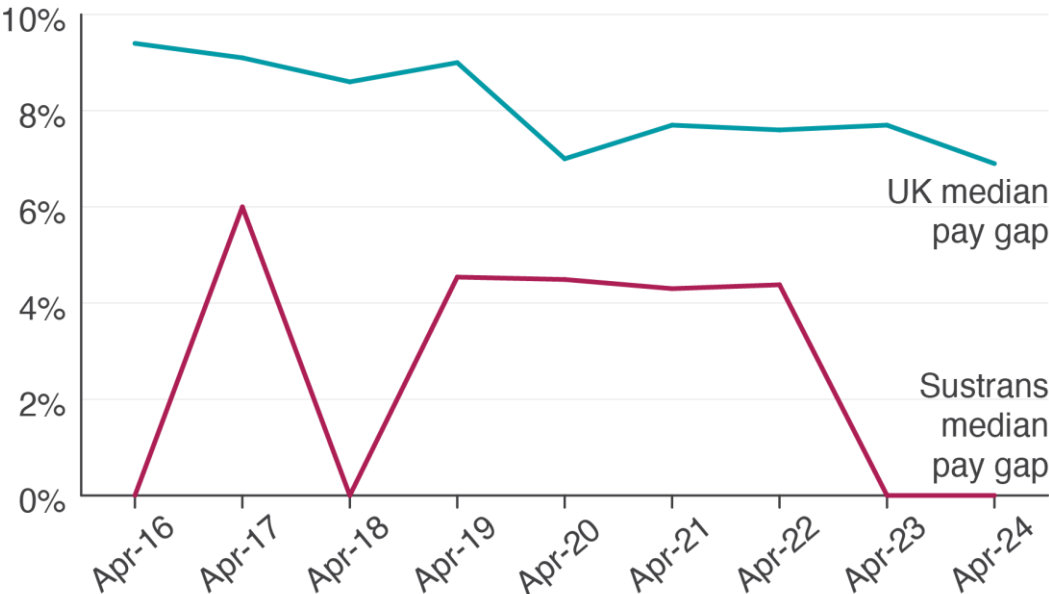
Figure 1: Sustrans gender pay gap over time (2016-2024)



Data for figure 1 available in the appendix.

Figure 2 below illustrates the UK Median Gender Pay Gap in comparison to Sustrans' Median Gender Pay Gap between 2016 and 2024.

Figure 2: UK median gender pay gap in comparison to Sustrans median gender pay gap (2016-2024)

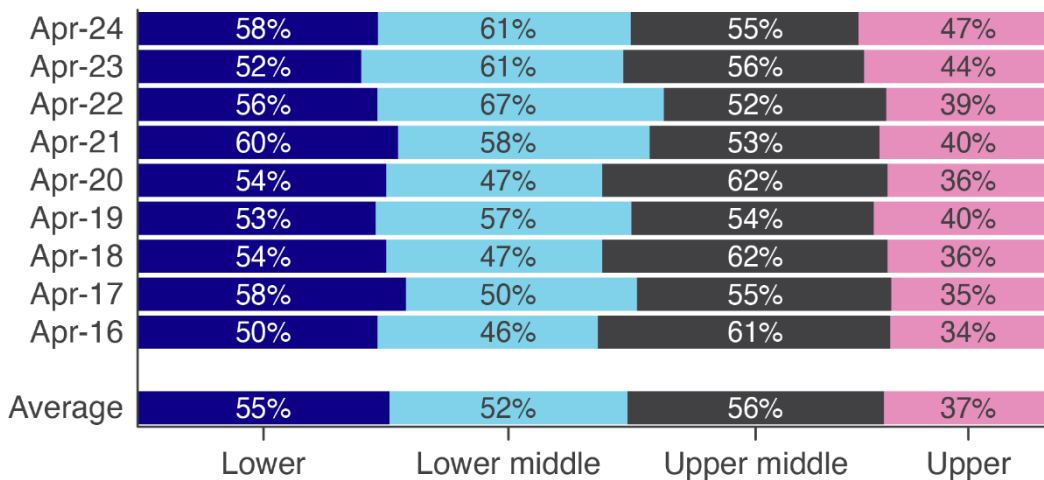


Data for figure 2 available in the appendix.

What is driving the pay gaps?

There are more women in lower paid roles (58%) than at higher paid roles (47%) at Sustrans in 2024, 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 – 2024)



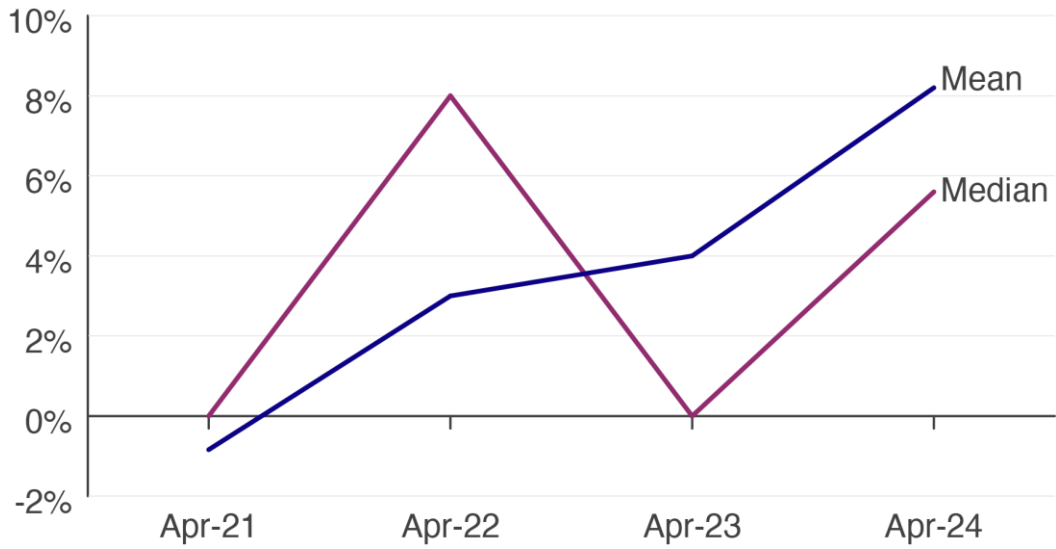
Data for figure 3 available in the appendix.

Ethnicity

Our ethnicity pay gap reflects the pay gap between White people and people of Colour (POC) at Sustrans. It calculates the difference between the average earnings of POC (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 10% of the workforce at Sustrans. In April 2024, people of colour earned on average £1.53 less per hour than white colleagues. This equates to a mean ethnicity pay gap of 8.22%, an increase since the April 2023 pay gap of 4.35%. Figure 4 below shows the increasing pay gap between white colleagues and colleagues of colour between 2021 and 2024.

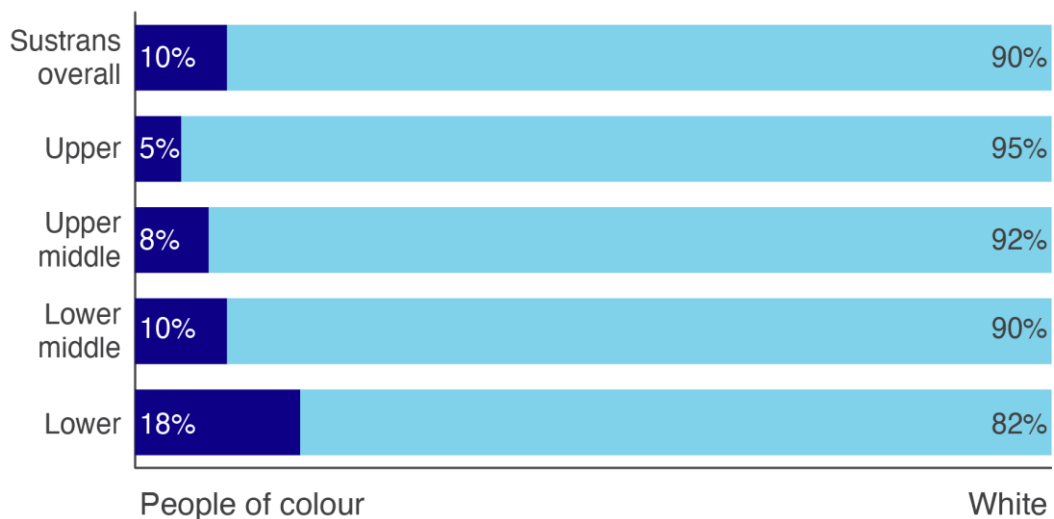
Figure 4: Ethnicity pay gap (2021-2024)



Data for figure 4 available in the appendix.

Figure 5 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 5: Proportion of people of colour in pay quartiles (2024)



Data for figure 5 available in the appendix.

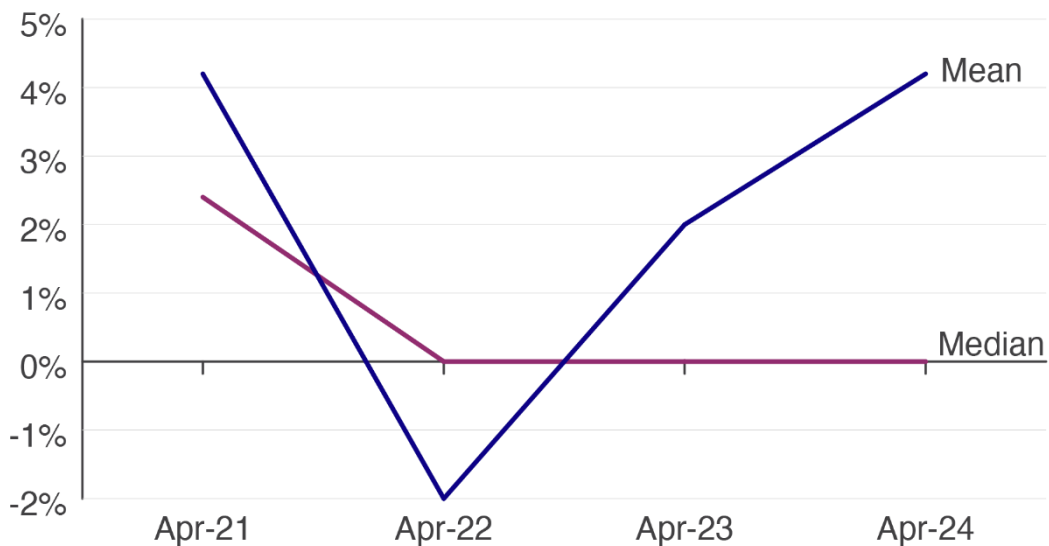
Sexual orientation

LGBO people represent 13% of our workforce. Whilst our median pay gap is 0% our mean has increased.

In 2023 our mean sexual orientation pay was 2% in favour of LGBO colleagues. In 2024, the gap increased to 3.74%. LGBO colleagues now earn on average 70p per hour less than heterosexual colleagues.

Figure 6 shows how our sexual orientation pay gap has changed between 2021 and 2024.

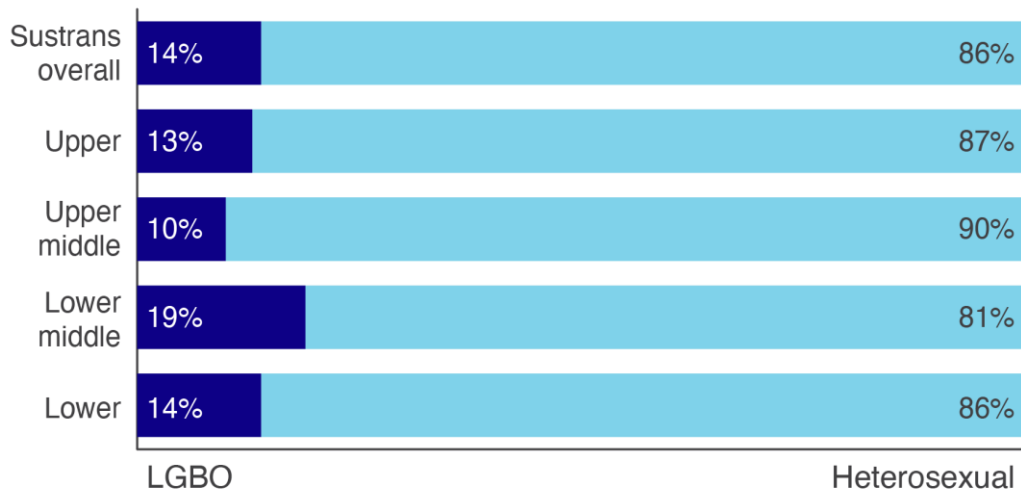
Figure 6: Sexual orientation pay gap (2021-2024)



Data for figure 6 available in the appendix.

Figure 7 shows the proportion of LGBO colleagues across pay quartiles. LGBO colleagues represent 11% of those in senior leadership roles.

Figure 7: Proportion of LGBO colleagues in pay quartiles (2024)



Data for figure 7 available in the appendix.

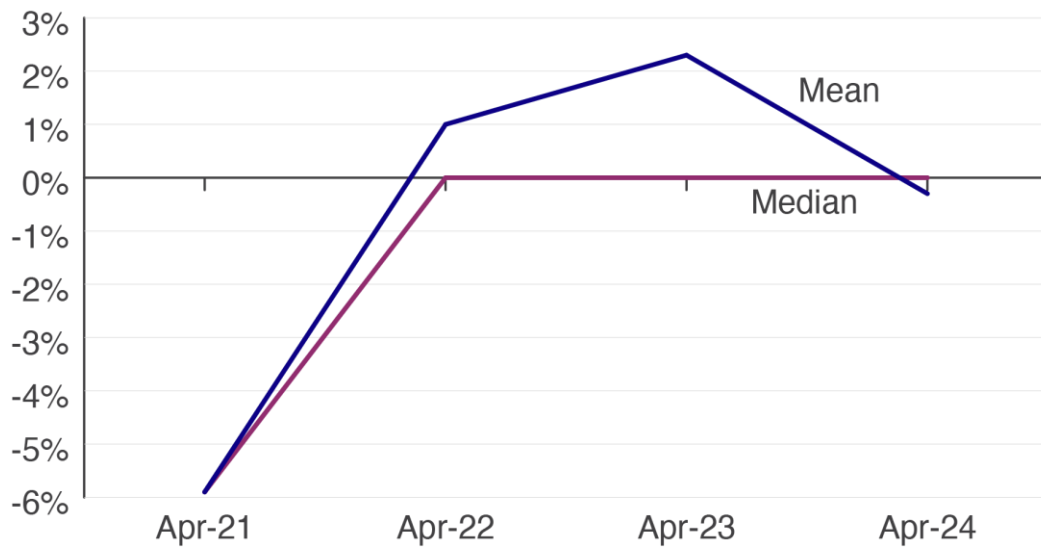
Disability

Disabled colleagues represent 17% of our workforce. In 2024, our mean disability pay gap decreased to -0.30%. This means that disabled colleagues now earn 6p more 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 nondisabled colleagues. In 2022 the pay gap increased to 1%, meaning that disabled colleagues earned 16p less than non-disabled colleagues.

This fluctuation suggests that the mean pay varies year to year, potentially influenced by changes at senior level within the organisation, which can impact overall salary distributions for different groups.

Figure 8 illustrates how our disability pay gap has changed to the detriment of disabled colleagues between 2021 and 2024.

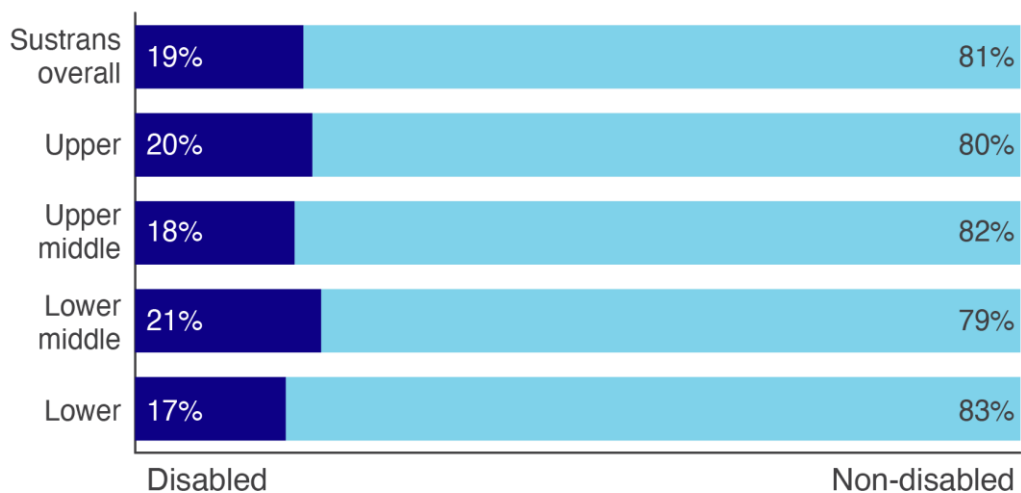
Figure 8: Disability pay gap (2021-2024)



Data for figure 8 available in the appendix.

As shown in Figure 9 below, we have more disabled colleagues in lower grades than any other pay quartile.

Figure 9: Proportion of disabled colleagues in pay quartiles (2024)



Data for figure 9 available in the appendix.

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 2024, these actions remain priorities that are in progress.

Exit rates

From April 2023 to April 2024 women left the organisation at a faster rate than men. This could contribute to Sustrans' gender pay gap.

In 2023 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 2023 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 2024 we are continued this analysis and undertook 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.

In 2025 we will commit to enhancing our talent management strategies.

This activity will focus on actively and consistently reducing disparities and fostering inclusivity within Sustrans.

We have developed an Equality, Diversity and Inclusion (EDI) Action Plan that outlines our commitment to addressing the pay gaps. This plan monitors, measures and reports on progress ensuring that we hold ourselves accountable for achieving our goals.

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 created a new Internal EDI Action Plan in 2025 which will incorporate insights from a broad range of sources, including the FESF, the enei audit, the Equality Impact Assessment (EqIA), and colleague feedback. We are reviewing our progress on implementing the FESF and new action plans on a quarterly basis.

Appendix

Data for figure 1: Sustrans gender pay gap over time (2016-2024)

Year	Mean gender pay gap	Median gender pay gap
April 2016	7.46%	0%
April 2017	9.49%	6%
April 2018	7.97%	0%
April 2019	5.56%	4.54%
April 2020	6.67%	4.49%
April 2021	5.75%	4.3%
April 2022	6.98%	4.38%
April 2023	4.59%	0%
April 2024	6.36%	0%

[Back to Figure 1](#)

Data for figure 2: UK median gender pay gap in comparison to Sustrans median gender pay gap (2016-2024)

Year	Sustrans median gender pay gap	UK median gender pay gap
April 2016	0%	9.4%
April 2017	6%	9.1%
April 2018	0%	8.6%
April 2019	4.54%	9%
April 2020	4.49%	7%
April 2021	4.3%	7.7%
April 2022	4.38%	7.6%
April 2023	0%	7.7%
April 2024	0%	6.9%

[Back to Figure 2](#)

Data for figure 3: Proportion of women in pay quartiles over time (2012 – 2024)

Year	Lower	Lower middle	Upper middle	Upper
April 2016	50%	46%	61%	34%
April 2017	58%	50%	55%	35%
April 2018	54%	47%	62%	36%
April 2019	53%	57%	54%	40%
April 2020	54%	47%	62%	36%
April 2021	60%	58%	53%	40%
April 2022	56%	67%	52%	39%
April 2023	52%	61%	56%	44%
April 2024	58%	61%	55%	47%
Average	55%	52%	56%	37%

[Back to Figure 3](#)

Data for figure 4: Ethnicity pay gap (2021-2024)

Year	Mean ethnicity pay gap	Median ethnicity pay gap
April 2021	-0.84%	0%
April 2022	3%	8%
April 2023	4%	0%
April 2024	8.2%	5.6%

[Back to Figure 4](#)

Data for figure 5: Proportion of people of colour in pay quartiles (2024)

Quartile	People of colour	White
Upper	5%	95%
Upper middle	8%	92%
Lower middle	10%	90%
Lower	18%	82%
Sustrans overall	10%	90%

[Back to Figure 5](#)

Data for figure 6: Sexual orientation pay gap (2021-2024)

Year	Mean sexual orientation pay gap	Median sexual orientation pay gap
April 2021	4.2%	2.4%
April 2022	-2%	0%
April 2023	2%	0%
April 2024	4.2%	0%

[Back to Figure 6](#)

Data for figure 7: Proportion of LGBO colleagues in pay quartiles (2024)

Quartile	LGBO	Heterosexual
Upper	13%	87%
Upper middle	10%	90%
Lower middle	19%	81%
Lower	14%	86%
Sustrans overall	14%	86%

[Back to Figure 7](#)

Data for figure 8: Disability pay gap (2021-2024)

Year	Mean disability pay gap	Median disability pay gap
April 2021	-5.9%	-5.9%
April 2022	1%	0%
April 2023	2.3%	0%
April 2024	-0.3%	0%

[Back to Figure 8](#)

Data for figure 9: Proportion of disabled colleagues in pay quartiles (2024)

Quartile	Disability	No Disability
Upper	20%	80%
Upper middle	18%	82%
Lower middle	21%	79%
Lower	17%	83%
Sustrans overall	19%	81%

[Back to Figure 9](#)