

Gender Pay Gap Report

In 2017 the UK Government introduced reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to disclose their gender pay gap annually.

Age UK has one reportable company.

Age UK also includes the legal entities Age Co and Age International; both these organisations employ less than the legally required 250 reportable colleagues and so their data is not included in our gender pay gap report.

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What is the gender pay gap?

The gender pay gap is the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of average male earnings. A gender pay gap is indicative of labour market sex inequity and can result from a number of factors including differences in the occupations and types of roles carried out by women and men, level of seniority and engagement in part time work.

The gender pay gap is different to equal pay

The gender pay gap does not compare salaries earned by men and women in the same or like for like roles and is not a measure of equal pay. It is solely the difference in average gross hourly earnings between the sexes. Equal pay, on the other hand, is the legal requirement, as set out in the Equality Act, for men and women to be paid the same for performing the same work or work of equal value. Age UK is an equal pay employer.

Age UK's workforce

On 5 April 2024, the snapshot date, Age UK employed 1560 reportable colleagues:

	Age UK
No. and % of the workforce female	78%
No. and % of the workforce male	22%

No change since the last reporting period

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The median gender pay gap

This is the middle salary point if you separately lined up all reportable female and male employees. It is the difference between the hourly rate of pay of the middle female compared to the middle male.

For statistical purposes the median gender pay gap is often considered a more representative measure of pay than the mean, as it is not skewed or distorted by outliers in terms of very low or very high rates of hourly pay.

Age UK's median gender pay gap is 2.78%. This is low and compares favourably to the 2024 national median which is **13%** for all employees and **7%** for full time employees.

The mean gender pay gap

The mean gender pay gap is the difference in the mean average hourly rate of pay between men and women. It is calculated by adding together the hourly rates of pay for all reportable men and dividing by the total number of reportable male employees. Then repeating the process and adding together the hourly rate of pay for all reportable women and dividing by the total number of all reportable female employees. The mean gender pay gap is the difference in pay expressed as a percentage of average male earnings.

The mean gender pay gap at Age UK is 10.58%.

At Age UK men make up 22% of our workforce. They are however overrepresented in senior positions, accounting for 28% of top quartile roles. Whilst the percentage of men in the top quartile has reduced from 31% in 2023, to 28% in 2024, their continued albeit falling overrepresentation in the highest paying roles creates the mean gender pay gap.

Pay quartiles

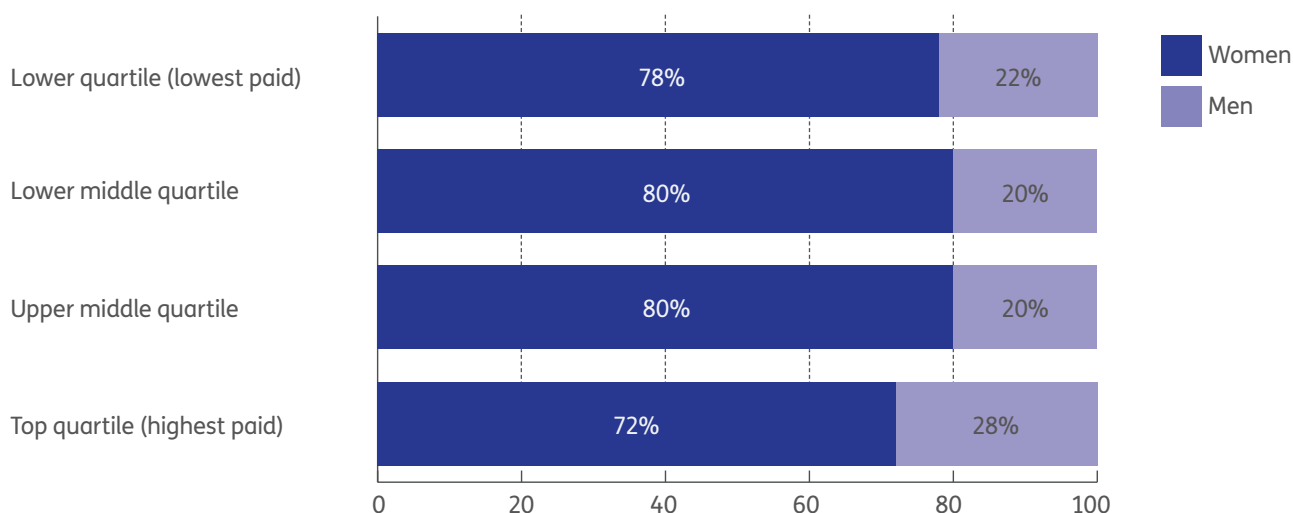
Age UK's workforce is 78% female and 22% male. There are more women working across all pay quartiles, with women occupying 72% of our highest paid roles and 78% of our lowest paid roles. We are proud to be an employer of choice for women. We provide

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a strong flexible working offer, which includes homeworking, job shares and atypical working patterns, alongside paid family leave and carer's leave. These benefits are part of our commitment to supporting a diverse workforce to have a healthy work/life balance.

Greater flexibility in terms of when, where and how we work has positively impacted our female colleagues, who as a result of wider sex inequities are disproportionately more likely to have caring responsibilities for adult and child dependents. Increased flexibility with regards to their place and hours of work has supported many women to effectively manage professional and personal commitments whilst opening up access to development and promotional employment opportunities. Consequently, we've seen an increase in female representation in our management team.

Age UK pay quartiles



Bonus gap

Age UK does not pay any contractual bonuses. However, we operate a nomination-based recognition scheme providing a small payment in recognition of special achievements. We also honour a long service award we inherited from one of our legacy organisations, but do not offer this to new starters.

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Throughout the period, 24 women were awarded under the schemes and 14 men.

Mean bonus gap	-31.86%	
Median bonus gap	-66.65%	
	Women	Men
% colleagues receiving a bonus by sex	1.98%	4.01%

Addressing the gender pay gap

At Age UK we are committed to attracting, recruiting and developing a highly skilled, diverse workforce, where all employees are empowered to thrive and fulfil their career aspirations. Addressing our gender pay gap is part of this commitment and we recognise it's not a standalone issue but part of our broader diversity, equity and inclusion work.

Key actions to support us to successfully close the gender pay gap include:

Pay transparency

In 2024 we consulted with employees and published a new salary structure and pay policy, enabling us to deliver a fair, consistent and transparent approach to pay and reward across the charity. We also launched new family friendly provisions, including enhanced paid entitlements for parental leave and implemented regular reviews of salary and promotion trends to identify and address any disparities.

Learning and development

We believe that building the skills, knowledge and competencies of our people is critical to our overall success. Employees are encouraged to strive for excellence in their roles and reach their career goals by investing in their own development and engaging in continuous learning. To enable this, in 2024 we delivered a range of opportunities including coaching, mentoring, in house training, workshops, job shadowing and formal courses. This year we are excited to be launching a comprehensive leadership development programme, to equip our current and future leaders, with a focus on

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minoritised groups including women, with the skills needed to thrive in their careers at Age UK. Developing our talent, particularly those from underrepresented groups is a key prong in addressing our gender pay gap and supporting our wider diversity, equity and inclusion ambitions.

Inclusive recruitment

In 2024 we opened up entry pathways into the organisation by delivering a range of internship programmes for candidates from underrepresented groups. We also delivered changes to where and how we advertise roles, to increase candidate attraction and engagement and ensure our opportunities reach the widest possible audiences. We standardised our shortlisting and assessment processes, to ensure consistency, reduce the potential for bias and discrimination and support decisions to be made fairly and objectively. We also developed and delivered inclusive recruitment training to upskill our workforce. We are already seeing small improvements in the hiring outcomes for candidates from minoritised groups and look forward to continuing this work in 2025. We will continue to embed, monitor and reflect on these changes.

I confirm that the information contained in this report is accurate.

Signed,



Paul Farmer

Chief Executive Officer, Age UK

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