

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 4.09%, which represents a slight increase from last year when it was 2.78%.

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 12.81%. This represents a slight increase from last year when it was 10.58%.

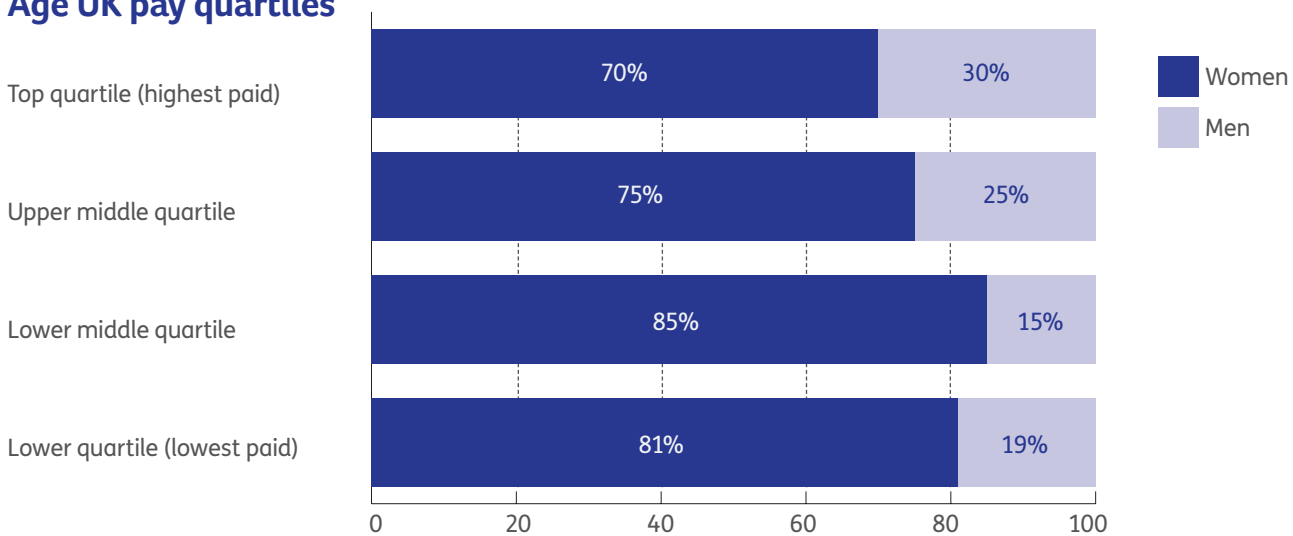
Pay quartiles

Age UK's workforce is 78% female and 22% male. There are more women working across all pay quartiles, with women occupying 70% of our highest paid roles and 81% of our lowest paid roles. We are proud to be an employer of choice for women. We provide a strong flexible working offer, which includes homeworking, job shares and atypical working patterns, alongside paid family leave, carer's leave and support with childcare costs.

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Greater flexibility in terms of when, where and how we work, supports us to engage and retain a skilled and diverse workforce and has specific benefits for women, 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 women at Age UK to access opportunities, supporting their ongoing participation, retention and advancement within our workforce.

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.

Throughout the period, 9 women were awarded under the schemes and 4 men.

Mean bonus gap	-20%	
Median bonus gap	12.91%	
	Women	Men
% colleagues receiving a bonus by sex	0.74%	1.14%

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Understanding our gender pay gap

At Age UK men make up 22% of our workforce. They are however disproportionately represented in senior positions, accounting for 30% of top quartile roles (and 19% of the lowest quartile). This disproportionate concentration in the highest paying roles drives our gender pay gap.

Additionally, a higher percentage of women work in retail roles (85%) compared to non-retail roles (72%). We are committed to providing fair and competitive terms and conditions for all employees, and retail colleagues receive, at a minimum, the national living wage. They are however, in line with market rates, the lowest paid staff in the organisation. The overrepresentation of women within this area of our business, compared to non-retail roles which have a higher percentage of men and are higher paid, contributes to our gender pay gap.

Addressing our gender pay gap

Age UK is an equal pay employer. Our gender pay gap does not arise from unequal pay for equal work, but from occupational disparities, with women and men working in different roles across the charity that attract different levels of pay.

We remain committed to monitoring salary and promotion trends on an ongoing basis and to undertaking regular pay benchmarking. Our salary scales are reviewed and updated annually as required, and outcomes are communicated transparently to all colleagues and published on our intranet for ease of access and review.

In FY 2024-25, we implemented a series of improvements to our recruitment system, policies, and practices to strengthen inclusive recruitment. We are encouraged that these changes are already delivering positive and measurable improvements in recruitment outcomes and workforce diversity. We will continue to build on this progress in the year ahead.

We are also in the second year of our comprehensive leadership development programme, designed to equip current and future leaders with the skills needed to succeed at Age UK. The programme places a particular focus on supporting colleagues

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from minoritised groups, including women, to take on and thrive in leadership positions. Developing and progressing our talent, especially those from minoritised groups, is a critical part of addressing our gender pay gap and advancing our wider diversity, equity, and inclusion ambitions.

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

Paul Farmer

Paul Farmer
Chief Executive Officer, Age UK

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