

Affinity Trust Gender Pay Gap Report 2025

Affinity Trust is a national charity providing person-centered support for people with learning disabilities across England and Scotland.

The following report has been produced in compliance with the Equal Pay Act 2010 (Gender Pay Gap Information) Regulations and provides our results of the statutory calculations based on the snapshot date of 5th April 2025. These compare the average hourly earnings of female workers in comparison with the average hourly earnings of male workers regardless of roles.

The median gap tells us what the typical women earns compared to the typical man. The mean gap tells us how unequal pay is overall.

Gender Pay Gap Calculation Results

Gender Pay Gap

Mean - 1.55%

Median 2.03%

Gender Bonus Pay Gap

Mean 12.77%

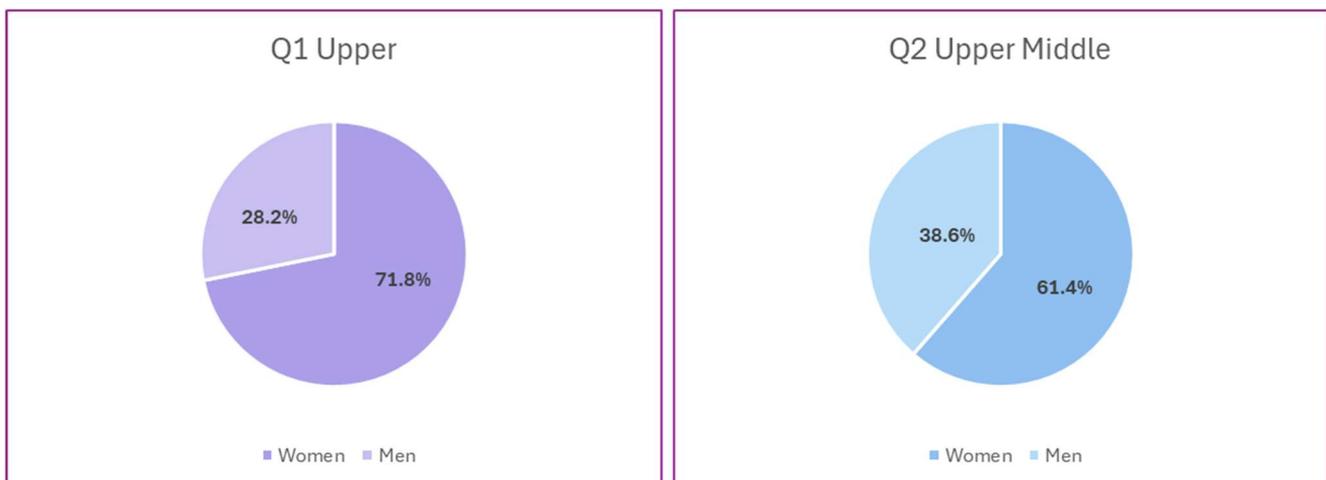
Median - 44.2%

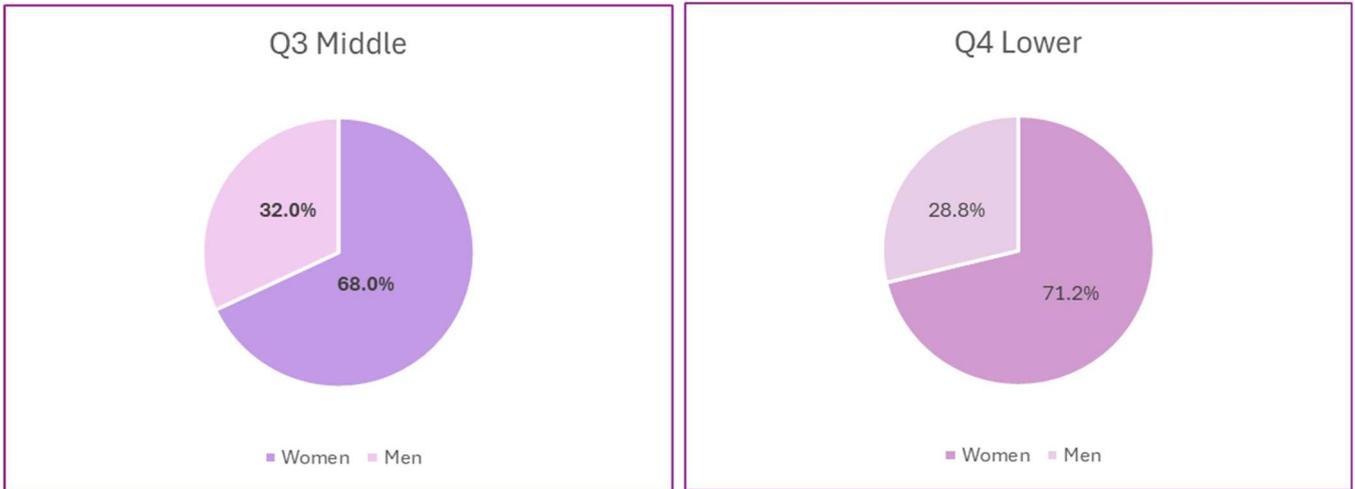
Proportion of men receiving a bonus 21%

Proportion of women receiving a bonus 26%

Affinity Trust bonus payments are for long service and recognition

Percentage of women and men in each pay quartile





Narrative

Our mean gender pay gap is -1.55%. This is a change from 2024 when this gap was 0.47%.

Our median gender pay gap is 2.03% The median pay gap has dropped slightly from 2.43% in 2024 to 2.03% in 2025 and remains well below the national average of 6.9%.

Our mean gender bonus pay gap is 12.77%. This is a change from 2024 when the mean bonus pay was 17.24%.

Our median gender bonus gap is -44.2%. In 2024 the median was 0%.

At Affinity trust 21% of men (in 2024 this was 35%) receive a bonus compared to 26% of women (in 2024 this was 36%).

At Affinity Trust we have 61-72% of women in each pay quartile compared to 28-38% of men. This data is comparable to 2024.

At the time the data was drawn for this report women accounted for 69.72% of our workforce, up marginally on the previous year (from 69.49%). Our pay quartiles have remained reasonably consistent with the previous year.

We seek to promote gender equality, and our strategic aims and values support equity and inclusiveness. There are no specific additional actions we are proposing to take as a result of our gender pay gap analysis.

Together we make it possible