



## **Gender Pay Gap and Ethnicity Pay Gap Report 2025 (Snapshot Data 5 April 2025)**

### **Context and Background**

The gender pay gap is the difference between the average (Mean and/or Median) pay of all male and female colleagues across all jobs at The Do Good Charity.

The ethnicity pay gap is the difference between the average (Mean and/or Median) pay of all white and Black and Minority Ethnic (BAME) colleagues across all jobs at The Do Good Charity. The Do Good Charity is not required to report on the Ethnicity Pay Gap but has chosen to do so as a good employer and to ensure that there are no causes for concern.

A gender pay gap or ethnicity pay gap does not mean that men and women/White and BAME colleagues are paid at different rates for the same work. We work on the principals of equal pay for work of equal value at The Do Good Charity.

This report sets out the Gender Pay Gap and Ethnicity Pay Gap for The Do Good Charity. Gender Pay Gap reporting is a statutory requirement under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Ethnicity Pay Gap reporting is included on a voluntary basis in line with UK Government guidance.

### **Workforce Profile**

Total employees included in pay gap calculations: 665

- Women: 504
- Men: 161

### **Gender Pay Gap Results**

Mean gender pay gap (hourly): 4.4%

Median gender pay gap (hourly): 8.9%

The organisation does not operate a bonus scheme. All bonus pay gap figures are therefore reported as 0%.

### Gender Pay Quartiles

| Pay Quartile | Women | Men   |
|--------------|-------|-------|
| Lower        | 82.6% | 17.4% |
| Lower middle | 79.5% | 20.5% |
| Upper middle | 68.1% | 31.9% |
| Upper        | 72.9% | 27.1% |

### Ethnicity Pay Gap Results (Voluntary)

Mean ethnicity pay gap (hourly, White vs Ethnic Minority): 10.2%

Median ethnicity pay gap (hourly, White vs Ethnic Minority): -1.8%

Ethnicity pay gaps are calculated using a binary comparison between White employees and Ethnic Minority employees. Employees who chose not to disclose their ethnicity are excluded from mean and median pay gap calculations but included within pay quartile distributions, in line with government guidance.

### Ethnicity Pay Quartiles

| Pay Quartile | White | Ethnic Minority | Undeclared |
|--------------|-------|-----------------|------------|
| Lower        | 31.1% | 22.8%           | 46.1%      |
| Lower middle | 44.6% | 22.9%           | 32.5%      |
| Upper middle | 35.5% | 38.0%           | 26.5%      |
| Upper        | 58.4% | 22.3%           | 19.3%      |

### Signed Declaration

I confirm that the gender pay gap data contained in this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The organisation does not operate a bonus pay scheme and therefore bonus pay gap figures are reported as 0%.

Signed:

Leanne Welford  
Chief Finance Officer  
The Do Good Charity