

Newlife Charity

2025 Gender Pay Gap Report



Introduction

This report presents Newlife Charity's gender pay gap figures for the reporting years ending 5th April 2025, in line with the Equality Act 2010 (Gender pay Gap Information) Regulations 2017.

Gender Pay Gap reporting enables us to understand:

- The Overall levels of gender equality across our organisation
- The Distribution of men and women at different pay levels
- How talent is recognised, developed and rewarded

At Newlife Charity, we remain committed to building a diverse, inclusive and fair workplace where every employee can thrive.

What is the Gender Pay Gap?

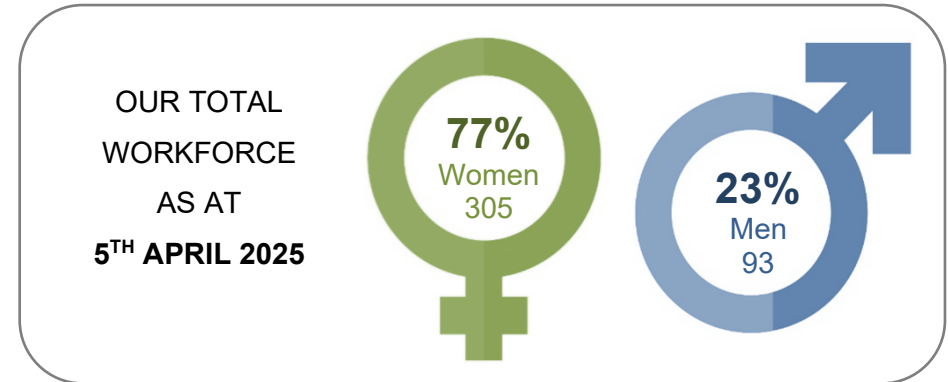
The gender pay gap is the difference between the average hourly earnings of men and women across the organisation. It is expressed as percentage of men's earnings.

It is not the same as equal pay, which concerns men and women being paid equally for performing the same or similar work. Instead, the gender pay gap provides a broader view of pay distribution and representation at different levels in the organisation.

How is the Gender Pay Gap Measured?

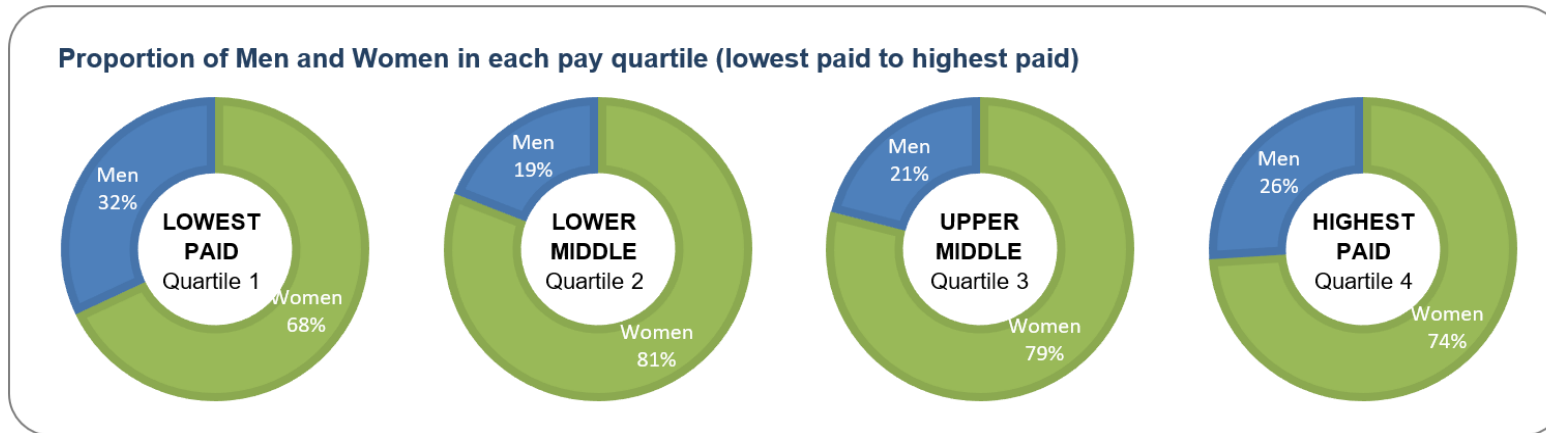
The legislation sets out six measures:

1) Mean gender pay gap Comparison of the average hourly earnings of men and women	-0.22%
2) Median gender pay gap Comparison of the middle (midpoint) hourly earnings of men and women	0.00%
3) Mean gender pay gap for bonuses Comparison of the average bonus earnings of men and women	0%
4) Median gender pay gap for bonuses Comparison of the midpoint bonus earnings of men and women	0%
5) Proportion of men and women who received a bonus	Women 0% Men 0%
6) Proportion of men and women in each pay quartile (Figures provided separately overleaf)	



AT A GLANCE - OUR GENDER PAY GAP STATISTICS

Women are the majority across all four pay quartiles, which is consistent with the overall gender distribution within Newlife. Below shows the proportion of men and women in each of the four 'quartile' pay bands. This is calculated by dividing the workforce into four equal parts based on hourly rates of pay. We have divided the parts into lower, lower middle, upper middle and highest.



	Number of Men	Number of Females
Lowest Paid Quartile 1	21	58
Lower Middle Quartile 2	10	69
Upper Middle Quartile 3	25	54
Highest Paid Quartile 4	19	60

Proportion of women in each pay quartile

Pay quartiles divide all employees into four equal groups based on hourly pay: lower, lower middle, upper middle and upper.

Women's representation remains strong in all quartiles and is broadly aligned with the wider workforce.

- Lower quartiles include roles such as retail assistants, warehouse operatives, and support staff where pay rates are standardised.
- Upper quartiles include skilled professional roles such as Nurses, Fundraisers, Finance and Marketing professionals, senior managers and Directors.

This distribution reflects Newlife's commitment to offering fair opportunities for progression across all role types.

Analysis and Commentary

- The mean gap of -0.22 shows minimal difference between average earnings, with women earning slightly more on average.
- The medium gap of 0% confirms equal pay at the midpoint.
- Women continue to be strongly represented across all quartiles.
- Compared to the previous year, quartile proportions remain unchanged.
- The shift from 1.94% mean gap in April 2024 to -0.22% in April 2025 reflects an increase in women progressing into more senior roles.
- Trustees are unpaid and not included in the calculations; however, for transparency, the board currently comprises of seven men and three women.

Our ongoing commitment

We are proud of the progress demonstrated in this year's results and remain committed to strengthening gender representation and equality across Newlife Charity. We will continue to:

- Promote hybrid and flexible working to support all colleagues
- Provide targeted development, training and succession planning opportunities
- Review job design, recruitment channels, and selection processes to attract diverse talent
- Monitor progression pathways to ensure fair access to skilled and leadership roles
- Uphold equal opportunities principles, appointing the best candidate based on skills, knowledge and behaviours.

DECLARATION

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



Tracy Barlow
Head of HR