

Pay Gap Reports

As an employer with over 250 employees Treloar Trust is required by law to publish an annual gender pay gap report on our website and on the Government's online reporting service by 4th April 2026.

For its own purposes Treloar's also monitors pay gap information for disability (declared) and ethnicity (white vs black, asian and minority ethnic).

The outcome of Treloar Trust's 2025 review is detailed below.

This is Treloar Trust's report for the snapshot date in April 2025.

In accordance with the regulations, certain sets of data are required to be published, we have extended these as above.

- Difference between the **mean** hourly rate of pay between male and female employees, disabled and non-disabled and white and minority ethnic staff.
- Difference between the **median** hourly rate of pay between these groups
- Proportions of employees in **four equal pay quartiles**

Treloar Trust does not pay bonuses so the requirement to report on bonuses is not applicable.

Headline gender and other pay gap figures

The **mean pay gap** is the difference between average hourly earnings of male and female employees.

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of male and female employees. It takes all salaries in the sample, lines them up in order from the lowest to the highest, and picks the middle-most salary.

Mean gender pay gap for Treloar Trust is: 7.6% (2024 5.7%)

Median gender pay gap for Treloar Trust is: 2.1% (2024: 1%)

The causes of the gender pay gap are many and varied. These partly reflect a lack of diversity at senior and executive level. An employer that has completely eliminated unequal pay may still have a gender pay gap whether positive or negative. Where one group is under-represented swings in reporting may be exaggerated by changes to a few individuals.

The Mean disability pay gap for Treloar Trust is: 1.9% (2024 1.8%), the median disability pay gap for the Treloar Trust is: 1.7% (2024 -1.8%).

The mean ethnicity pay gap for Treloar Trust is: 14% (2024 18.3%). The median ethnicity pay gap for Treloar Trust is: 9.1% (2024 9.4%).

Proportion of each category of employees in each pay quartile

This table shows the gender split when we order the hourly rate of pay from the lowest to highest and then group into four equal quartiles.

Pay quartiles by gender

Band	Gender		Disability		Ethnicity	
	Females	Males	Yes	No	White	Non-White
A (lowest)	89.3%	10.7%	8.9%	91.1%	60.5%	39.5%
B	83.3%	16.7%	7.3%	92.7%	75.9%	24.1%
C	82.8%	17.2%	6.5%	93.5%	77.8%	22.2%
D (highest)	85.3%	14.7%	8.2%	91.8%	88.3%	11.7%

The Gender figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

In law, men and women must receive equal pay for the same or broadly similar work;

- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Treloar Trust is committed to ensuring that all staff receive equal pay for equal work regardless of gender, disability or ethnicity.

These figures are largely reflective of the overall make-up of our workforce on the snapshot date in April 2025 with 85.3% of our workforce being female and 14.7% male, which is also reflective of the sector.

The gender pay gap at Treloar's has increased slightly in the past year. It is affected by a lack of diversity at the senior executive level. The figures also reflect that a high proportion of our workforce work flexibly. We need to offer more flexibility within the more senior roles to encourage redress in this area.

4.7% of our staff have declared a disability (6.2% in 2024) representing 7.7% of those who have provided information. The disability pay gap has remained similar over the past year and is not material reflecting positive employment practice in this area.

24.4% have declared that they are from a minority ethnic group (9.9% in 2024). The mean ethnicity pay gap has reduced slightly over the past year showing there has been a slight movement in those recruited to junior roles progressing into roles with some responsibility. However more measures need to be taken as to how we can enable individuals whom we sponsor to progress within the visa restrictions imposed.

Sandra Faulkner
Human Resources
Treloar Trust
June 2025