

Paul Hamlyn
Foundation

Gender and ethnicity pay gap report

2024



Background

Understanding our pay equity across gender and ethnicity.

We undertake pay gap reporting each year to help us understand the equity of pay to our staff. At the time of reporting, we had approximately 60 members of staff.

In this report we include both the mean and median pay gap. In line with many other organisations who report on their pay gap, we use the median figure to represent our overall pay gap. This is because the median is generally thought to be closest to the experience of the typical staff member.

The data we share in this report shows a snapshot as of September 2024, based on the self-identification of staff of their gender and ethnicity. We do not include the data of any staff who did not share this information.

Definitions

Mean pay gap: the difference in percentage terms between the mean hourly pay rate of all female staff (or staff from racialised communities for ethnicity data) compared to male staff (or white staff in relation to ethnicity data).

Median pay gap: the difference in percentage terms between the median hourly pay rates of the two sets of groupings.

Pay quartiles: equally sized pay bands, ranging from the lowest-paid 25 per cent of staff to the highest-paid 25 per cent.

Limitations

As an organisation of our size is not legally required to report on our pay gap, there are some limitations to using the statutory guidance on pay gap reporting.

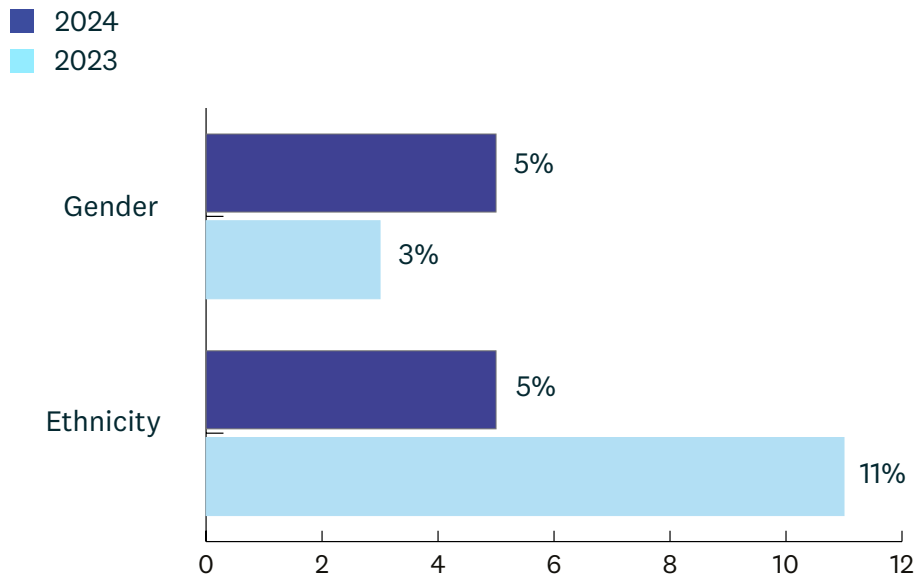
As we have smaller sample sizes, there is the potential for small personnel changes to have considerable impact on the overall pay gap we report, so data should be considered with that in mind.

To protect the anonymity of staff, we do not share data that could directly identify any individuals. For this reason, we only share responses where four or more individuals answered.

Summary

Our overall median gender and ethnicity pay gaps.

Chart 1: median gender and ethnicity pay gap



Gender pay gap

The median hourly pay was **5% lower** for female staff compared to male staff in 2024. This is a **larger gap than in 2023**, when it was 3%.

Ethnicity pay gap

In 2024, the median hourly pay was **5% lower** for staff from racialised communities compared to white staff. This is an **improvement on 2023** when this gap was 11%.

Commentary

The results show a mixed picture. We are encouraged to see some progress in closing our ethnicity pay gap, in part due to our commitment to anti-racism and the introduction of inclusive recruitment practice.

Analysis of our pay quartiles (see below) indicates that these pay gaps reflect an uneven distribution of staff by gender and ethnicity across pay quartiles. For example, while we have significantly fewer men than women in our organisation, they are proportionally more likely to be in the upper pay quartiles. This is also true of white staff.

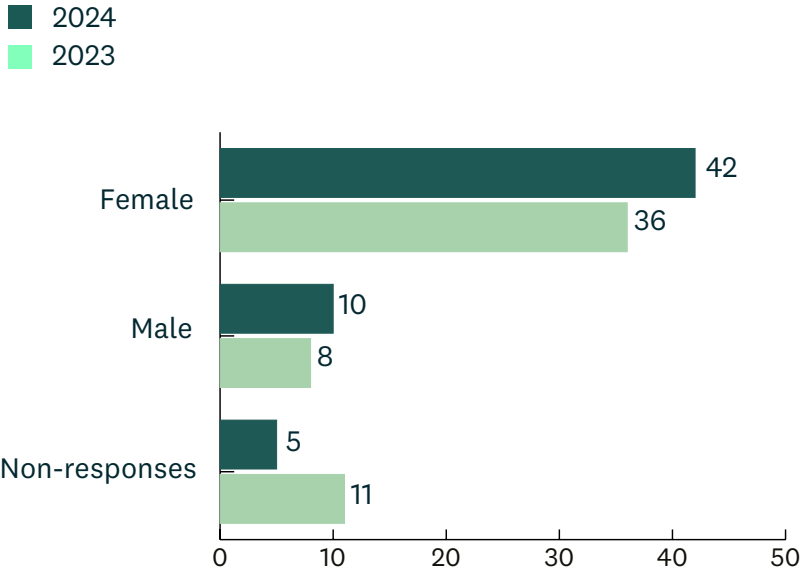
The size of our organisation means that small changes in personnel can have a significant impact on our reporting. For example, the proportion of women in the highest pay quartile has increased from 64% in 2023 to 77% in 2024.

Gender and ethnicity of staff

Gender breakdown of our staff

In 2024, approximately 80% of our workforce identified as female and 20% as male, which is very similar to the figures for 2023.

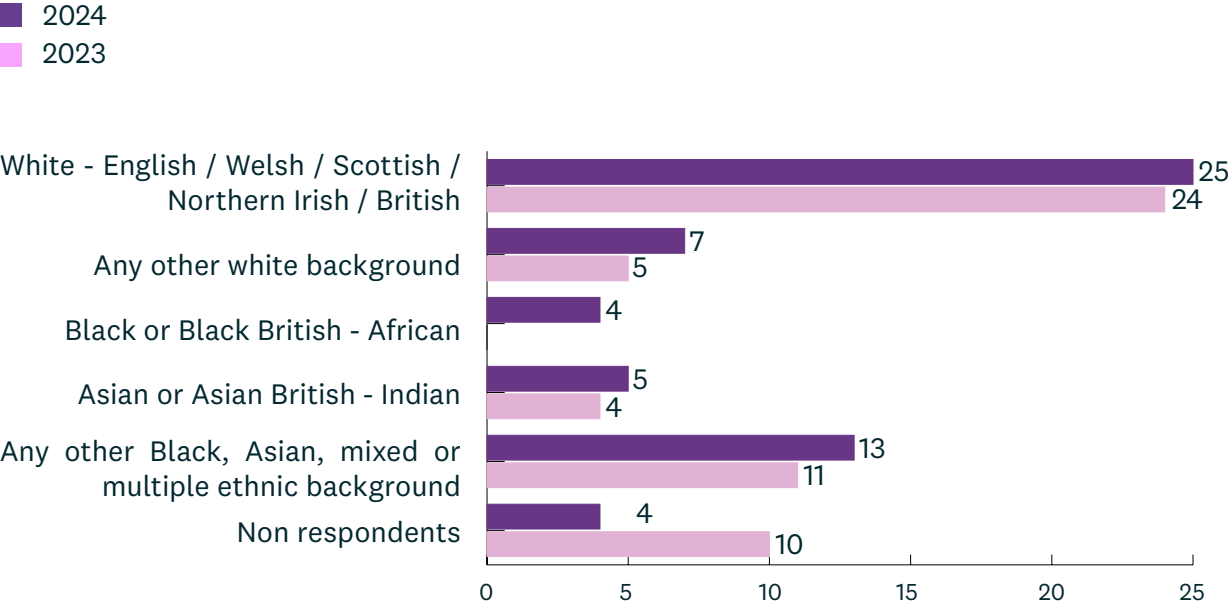
Chart 2: gender breakdown of staff



Ethnicity breakdown of our staff

Overall, 59% of our workforce identified as white and 41% as from communities experiencing racial inequity. In 2023, the proportions were closer to 65% and 35%, however the rate of non-response was much higher.

Chart 3: ethnicity breakdown of staff



N.B. Where fewer than four staff selected an option, the data is excluded to preserve anonymity.

Gender pay gap

Our mean and median gender pay gap and distribution of pay.

Gender pay gap

In 2024, the median hourly pay was 5% lower for female staff compared to male staff, compared to 3% in 2023 (Table 1). The 5% median gap in 2024 means that for female staff member earn 95p for every £1 a male member of staff was paid.

The mean difference in hourly pay was 19% lower for female staff compared to male staff, compared to 23% lower in 2023.

Proportion of staff in each pay quartile

The gender pay gap reflects the uneven distribution of male and female staff across the organisation's pay grades. The proportion of male staff in each quartile consistently increases as you go up the quartiles, from 15% in Q1 to 23% in Q4 (Table 2).

Table 1: mean and median gender pay gap in hourly pay, 2024 compared to 2023

	Male staff		Female staff		Difference in hourly rate	
	'23	'24	'23	'24	'23	'24
Median hourly pay	£24.24	£24.49	£23.45	£23.16	3%	5%
Mean hourly pay	£38.40	£35.16	£29.59	£28.45	23%	19%

Table 2: distribution of staff in each pay quartile, by gender

Pay quartile	Hourly pay range	Male staff	Female staff
Q1 (lower)	£18.39-£20.98	15%	85%
Q2 (Lower middle)	£21.26-£23.26	15%	85%
Q3 (upper middle)	£23.45-£31.61	23%	77%
Q 4 (upper)	£32.05-£107.99	23%	77%

Ethnicity pay gap

Our mean and median ethnicity pay gap and distribution of pay.

Ethnicity pay gap

In 2024, the median hourly rate was 5% lower for staff from racialised communities than white staff, compared to a 11% difference in 2023 (Table 3).

The mean hourly rate for staff from racialised communities was 19% lower than for white staff, compared to a 27% difference the previous year.

Table 3: mean and median ethnicity pay gap in hourly pay, 2024 compared to 2023

	White staff		Staff from racialised communities		Difference in hourly rate	
	'23	'24	'23	'24	'23	'24
Median hourly pay	£24.92	£23.56	£22.07	£22.33	11%	5%
Mean hourly pay	£33.60	£32.13	£24.67	£25.92	27%	19%

Proportion of staff in each pay quartile

The ethnicity pay gap reflects the uneven distribution of staff from racialised communities and white staff across the organisation's pay grades. Staff from racialised communities comprise 46% of all staff in Q1 and 55% of staff in Q2 but make up under a third of staff in each of the upper two quartiles (Table 4).

Table 4: distribution of staff in each pay quartile, by ethnicity

Pay quartile	Hourly pay range	White staff	Staff from racialised communities
Q1 (lower)	£18.39-£20.98	54%	46%
Q2 (Lower middle)	£21.26-£23.26	54%	46%
Q3 (upper middle)	£23.45-£31.61	69%	31%
Q 4 (upper)	£32.05-£107.99	69%	31%

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