



DEPAUL

Homelessness has no place

GENDER PAY GAP REPORT 2025

STRENGTHENING PROGRESS AND COMMITMENTS

This year, our Gender Pay Gap results show a positive trend, with the gap again falling in favour of women. This demonstrates our sustained success in maintaining a gender pay gap that is significantly below the national average, reflecting our dedication to fairness and equity across our organisation.

While we are proud of this outcome, we recognise that true equity is achieved through sustained action, and not only statistics. It is built through consistent, thoughtful action, and we are intentional about maintaining our focus on creating a workplace where everyone can thrive, supported by inclusive policies, fair processes and a culture that values different experiences and perspectives.



MEDIAN AND MEAN HOURLY EARNINGS

Mean gender pay gap:

This is the amount by which the average male salary exceeds the average female salary

Median gender pay gap:

This is the amount by which the mid-point male salary exceeds the mid-point female salary

On 5 April 2025 the Depaul UK median and mean male and female hourly pay gap differences were as follows:

	2023	2024	2025
Mean Gender Pay Gap (%)	0.14%	-0.43%	-6.31%
Median Gender Pay Gap (%)	-8.77%	0%	-0.41%

Organisational Strategy

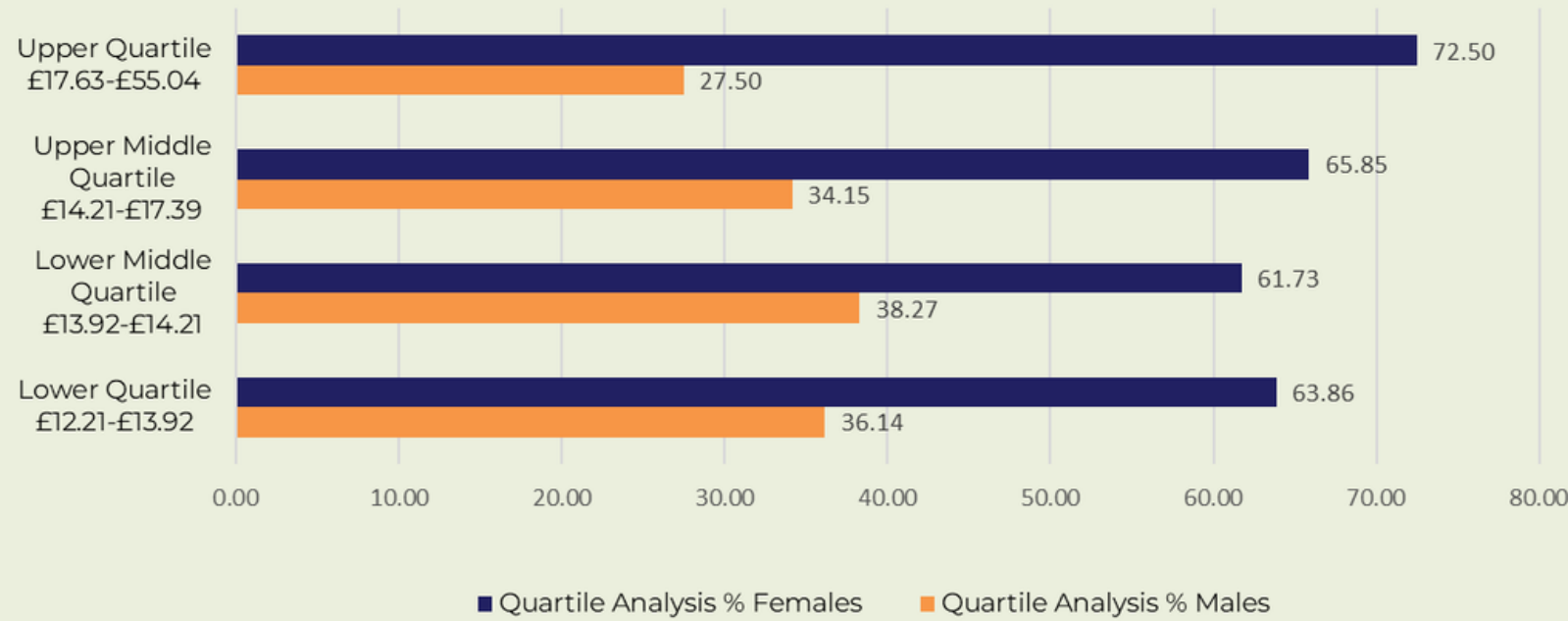
Our new organisational strategy strengthens our commitment to fairness, inclusion, and equitable opportunity. We are investing in a diverse, skilled workforce, improving career pathways, and embedding equity, diversity, and inclusion across all areas of our work. By removing barriers, modernising systems, and ensuring staff have equal access to development and progression, we are creating a more inclusive workplace where gender does not determine opportunity or outcomes.



Maintaining High Standards of Inclusion

We continue to uphold our Investors in Diversity, Disability Confident, and Investors in People accreditations. These frameworks guide our approach to embedding equity, diversity and inclusion (EDI) into every aspect of our organisation. Maintaining these accreditations reflects our commitment to continuous improvement and external accountability and aligns with the organisational values.

ORGANISATION PAY QUARTILES



Quartile	% Males	% Females
Lower Quartile £12.21 - £13.92	36.14	63.86
Lower Middle Quartile £13.92 - £14.21	38.27	61.73
Upper Middle Quartile £14.21 - £17.39	34.15	68.85
Upper Quartile £17.63 - £55.04	27.50	72.50

Pay Quartile Trends

Across 2021–2025, our organisation has maintained a consistently female-majority workforce across all pay quartiles which reflects the wider UK non-profit sector trends. Our predominantly Millennial workforce has contributed to gradual shifts in the lower and middle quartiles as younger, more gender-balanced cohorts enter and progress within the organisation.

We have maintained a stable quartile distribution between 2021 to 2024, with females representing between 66% and 79% of roles, before a moderate change in 2025 where male representation in the 'Upper Middle Quartile' rose to 34.15%. This is a shift that aligns with the higher workforce movement and turnover typical of younger generations, particularly in mid-level roles. Despite this movement, the 'Upper Quartile' remains female-majority at 72.5%, which continues to reflect the profile of our senior leadership, and we are focused on building greater balance across all areas of our workforce.



Empowering Our EDI Champions

Our EDI Champions Framework plays a central role in shaping our culture. Champions across the organisation help raise awareness, challenge barriers and ensure that inclusion is part of everyday decision making. Their insight and advocacy help us understand lived experiences and drive meaningful change.

Supporting Employee Wellbeing

Our wellbeing policy and employee wellbeing benefits, recognise the importance of supporting colleagues through various events and stages of life. The policy provides guidance for managers, outlines available adjustments and reinforces our commitment to creating a workplace where health and wellbeing are openly supported.

Supporting Work-Life Balance

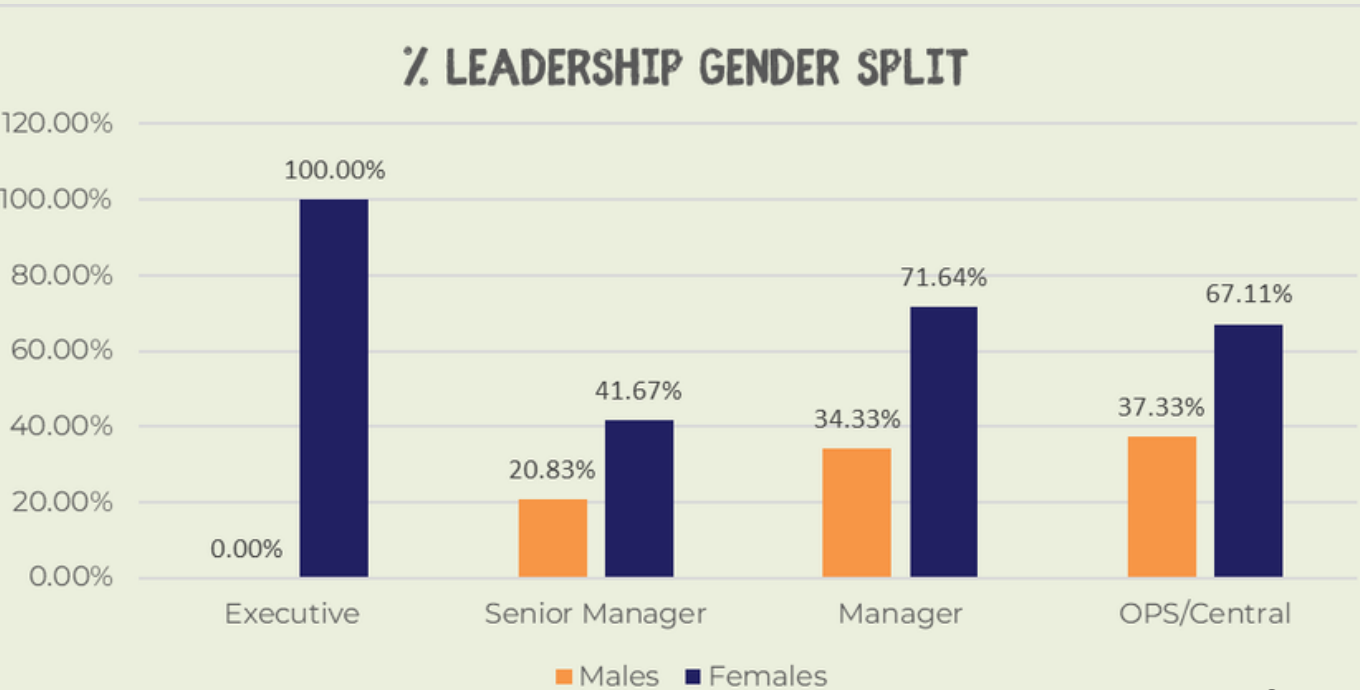
Our Flexible Working Policy and Family Friendly Policy continue to play a vital role in enabling colleagues to balance work with personal and family commitments. These policies help create an environment where everyone can succeed, regardless of their circumstances.



Building a Skills Based Organisation

As we continue to evolve, we are developing a skills-based framework to support how we recruit, develop and promote colleagues. By focusing on skills rather than background or previous job titles, we are reducing bias and opening up opportunities for a broader range of talent. This approach strengthens fairness and supports career mobility across the organisation.

We are active in reviewing our recruitment and employment opportunities and practices to ensure our staff are enabled and empowered to make an effective work contribution, feel valued and are treated with respect.



A Positive, Upward Direction

Overall, the trends show that pay is becoming more balanced over time, with real progress toward fairness for everyone. In several areas, the pay gap now falls in favour of women, who are earning slightly more on average and are increasingly represented in the higher-paying quartiles. This also means that men are not as present in some of the top-earning groups, which is important to recognise as part of the full picture. Understanding both sides helps us keep improving in a fair and thoughtful way.

We are committed to creating an inclusive workplace where everyone has equal opportunities to progress, particularly within our female-dominated sector, where women are strongly represented across the organisation. Many of our senior roles are filled through internal promotion, reflecting our focus on developing talent from within and ensuring fair access to progression pathways. While movement at senior levels naturally occurs less frequently because people often stay in those roles for many years, the steady increase in women reaching higher-paid positions shows that we are moving in a positive direction and continuing to build long-term fairness into our pay and career structures.

Responsible Reporting Officer: Alexia Murphy, CEO