

2025

Gender Pay Gap Report

Our mission

We won't rest until everyone with arthritis has access to the treatments and support they need to live the life they choose, with real hope of a cure in the future.

To deliver our mission, we invest in world-class research, deliver high-quality services and campaign on the issues that matter most to people with arthritis.

Overview

Government regulations on gender pay reporting for private, voluntary and charity sector employers with more than 250 employees took effect from April 2017. Arthritis UK first met the reporting requirements in April 2018. The headline gender pay gap shows the difference in the average pay between all men and women employed by Arthritis UK. It doesn't take account of whether they are performing equal work or factor in relative numbers of employees in each gender group. It is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

There are six required gender pay gap calculations based on a 'snapshot date' of 5 April. Following Government guidelines set

out on GOV.UK, the charity is required to report on the mean and median gender pay gap, the proportion of male and female employees who fall into four pre-defined equal quartile pay bands, the mean and median bonus gender pay gap, and the breakdown of bonus payments by gender.

Calculations are based on full-pay of all relevant employees (in post on the snapshot date) and exclude anyone who received less than their normal salary.

Arthritis UK has a significant majority female workforce (75%), and the proportion of men and women employed by the charity has largely remained the same over the past 5 years.



Our gender pay gap

We are pleased to report that our gender pay gap has significantly reduced this year. Several factors contributed to this change and are further explored and explained in this report.

Our mean gender pay gap has reduced from 8.1% to 2.4%. This is the lowest it has been since the legislation was introduced. What’s more, our median gender pay gap has also reduced (from 14.4% to 4.8%), again being the lowest that has ever been calculated.

Our mean gender pay gap has compared favourably amongst a sample of charities over the past few years (including Richmond Group) and is expected to do so again this year.

The estimated UK averages for 2025 are not yet available, but again, our pay gap is expected to fall well below the UK average.

Average calculations and what they tell us

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. However, very high or low hourly pay can dominate and distort the figure.

Medians are useful to indicate what the ‘typical’ situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up within this figure. The median is also less effective where gender pay gap issues are most pronounced in the lowest paid or the highest paid employees.

2.4%

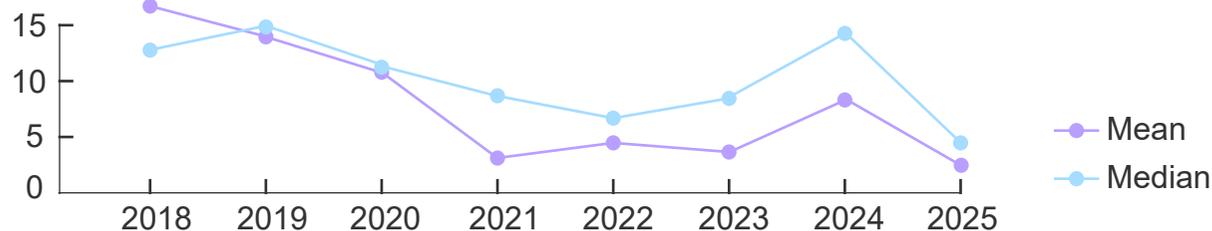
Mean gender pay gap 2025

4.8%

Median gender pay gap 2025

Gender pay gap	2018	2019	2020	2021	2022	2023	2024	2025
Mean gender pay gap	16.9%	14.2%	10.9%	2.8%	4.3%	3.5%	8.3%	2.4%
Median gender pay gap	12.8%	15%	11.4%	8.6%	6.6%	8.4%	14.4%	4.8%

Arthritis UK gender pay gap trend



The mean is defined as the average whilst the median is the mid-point.

Pay quartile breakdown

Gender split by quartile (full pay relevant employees)	23:77 (in 2024)		25:75 (in 2025)		Difference in the proportion of men
	Male	Female	Male	Female	
Upper quartile	24.7%	75.3%	28.8%	71.2%	4.1%
Upper middle quartile	30.1%	69.9%	31.1%	68.9%	1.0%
Lower middle quartile	23.3%	76.7%	23.0%	77.0%	-0.3%
Lower quartile	12.2%	87.8%	18.9%	81.1%	6.7%

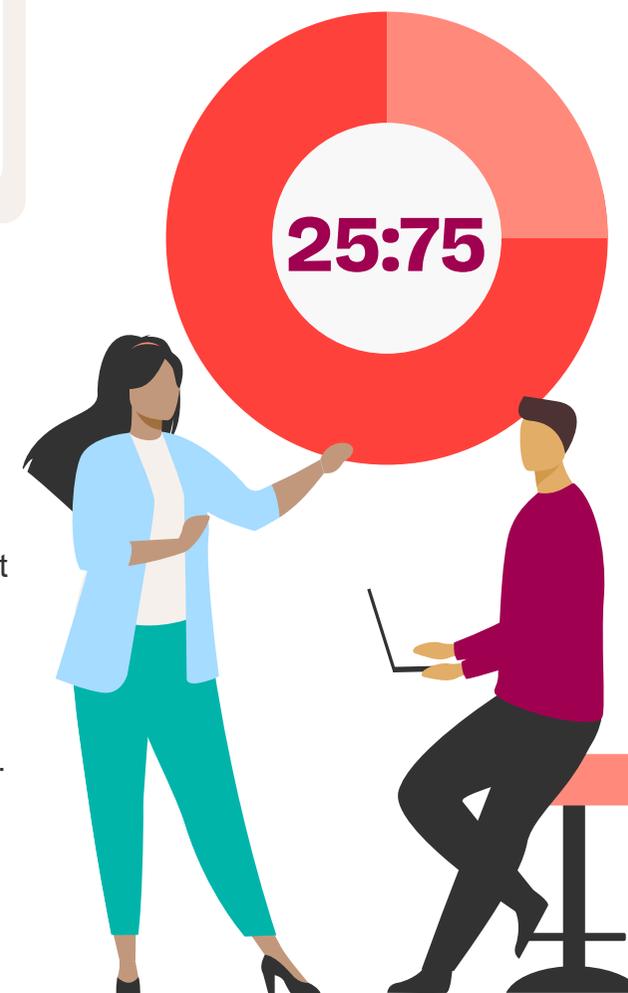
Gender pay gap regulations require organisations to list employees in ascending hourly rates of pay, from the lowest to the highest, and then divide these into four equal quartiles reporting the gender breakdown in each one. At Arthritis UK, for the 2025 snapshot, there were 73 employees in the upper quartile and 74 employees in each of the other quartiles. With a population ratio split of 25:75 (male: female), we should expect to see a similar ratio distribution across the four quartiles.

This year, there have been some small changes in the proportion of males across the quartiles. For example, there has been an increase of 4.1% men within the upper quartile, an increase of 1% within the upper middle quartile, and an increase

of 6.7% within the lower quartile. This will have contributed to the reduction in this year’s gender pay gap.

It is also noted that the most disproportionate quartile is the upper middle quartile, containing 31.1% of males and the lower quartile, with only 18.9% males (figures closer to 25% would present a fairer representation). See table above.

The proportion of males within the lower quartile has however improved significantly compared to the previous year (increasing from 12.2 to 18.9%). This is likely to have had a positive impact on the gender pay gap.



The bonus pay gap

Government regulations require the inclusion of all bonus payments whether they are paid in cash or vouchers.

On implementation of our new pay framework in May 2024, non-consolidated cash payments were made for cost-of-living payments above grade thresholds. This payment is included within the bonus pay gap calculations.

The mean gender bonus pay gap for Arthritis UK is 31%, and the median bonus gender pay gap is 19%.



Number of males within the lower quartile



Workforce profile

Changes in our workforce profile through recruitment and turnover has significantly impacted on our gender pay gap. The most impactful changes are detailed below:

- A slight increase in the proportion of male-to-female ratio of employees this year compared to last year (25:75 this year compared to 23:77 in 2024).
- An increase in the number of males within the lower quartile (from 12.2% in 2024 to 18.9% this year).
- The ratio of males in non-management roles has increased.

What have we done to reduce our gender pay gap?

1

Introduced a Management Development Programme

We launched a new Management Development Programme to upskill our managers – an initiative that aims to support managers in their role, and better equip them when supporting team members. The programme sets out our expectations for managers in:

- Implementing our policies and practices, many of which can impact the successful progression and retention of female employees.
- Encouraging conversations with individuals about our ways of working (such as our flexible working practices), to support the work-life balance of female employees.

2

Implemented a new pay framework

- In May 2024 we implemented a fair, open and transparent pay framework. This aimed to create pay parity across the organisation while recognising external market influences and operating as an effective recruitment and retention tool.
- The pay framework is based on six grades, reducing the extent of pay variation across roles within each grade.
- On implementation, those with salaries above the top of the grade received a cash pay award instead of this being consolidated into their salary.



What have we done to reduce our gender pay gap?

3

Ways of
workingFamily friendly
benefitsRe-shaping
recruitmentWomen's
NetworkMenopause
FriendlyEndometriosis
Friendly

Previously implemented initiatives, which we continue to operate

- We have broadened the range of our advertising media, to include Indeed and Scope. This allows us to reach a wider and more diverse audience.
- We have been re-shaping our recruitment practices and developing our recruitment guidance. This includes strategies to break down gender barriers and to use gender-neutral advertising campaigns.
- Arthritis UK includes the salary in all job advertisements, being clear and transparent about the compensation for each role, serving to eliminate bias in salary negotiations.
- To support employees navigating the menopause we:
 - Offer a Menopause Support Group.
 - Offer guides and in-depth resources for staff and managers.
 - Provide 'Menopause Health kits' in each of our offices.
 - Became members of Henpicked (a free online menopause hub).
 - Committed to becoming 'Menopause Friendly' accredited.
 - Signed the Wellbeing of Women 'Menopause Workplace Pledge'
- Our offices provide menstrual health kits in each toilet.
- We signed up as an 'Endometriosis Friendly Employer'.
- We have created a Women's Network to share experiences, career advice and information. The Network is providing us with an opportunity to understand the female perspective, better support females in the workplace and to inform policy and decision-making.
- We have introduced a new exit interview survey process to better understand our turnover. This includes a new platform to improve the collection of data and enable greater insight into the reasons for turnover, the identification of trends, and to help inform policy and working practices.
- We have reviewed our family-friendly benefits, with many of these benefits being significantly enhanced. It is our intention that the enhancement of family friendly benefits will better support the retention of and career progression for females.
- We have our own 'Ways of Working', which includes flexible working hours and the ability to work remotely. These practices support good home and work life balance, and the retention of and career progression for females, including those in management roles.

Next steps

Further strategies we are exploring include:

- ✓ Introducing a recruitment module as part of the new Human Resources Information System. This will enable us to introduce equality monitoring within recruitment, helping us to address the gender imbalance within our recruitment and selection processes.
- ✓ Continuing to review our flexible Ways of Working and looking at inclusive recruitment strategies.
- ✓ Engaging with the Diversity Jobs Group which includes a group of 10 diversity specific job boards including 'Jobs4Dad', 'Jobs4Mum' and 'Jobs4Gender Neutral'. We will be monitoring the diversity of applications received via this media.
- ✓ Gathering information from our employee surveys and reviewing whether the employment proposition could be improved upon.
- ✓ Looking ahead, we will be undertaking an Equal Pay Audit in 2025/26 and a full review of pay in 2027/28.



United



Compassionate



Inclusive



Brave

Although we are proud of the progress we have made in terms of reducing our gender pay gap, we know there is still more work to be done. Which is why, guided by our values (United, Compassionate, Inclusive and Brave), we will challenge ourselves, ask difficult questions, listen with an open mind and take meaningful action. In this way, we will create a workplace in which everyone can thrive, working towards our singular vision: a future free from arthritis.

Notes on gender reporting

Gender pay gap reporting guidelines require us to report on the pay gap between men and women, meaning that reporting is unable to include data on other gender identities.

The data used for the calculation comes from His Majesty's Revenue and Customs (HMRC) records, which we acknowledge won't have an accurate record of gender for many trans and non-binary people.

We are committed to continuing to take steps to create an inclusive culture for our trans and non-binary colleagues. For example, staff are able to record their gender identity through our annual diversity data monitoring survey. What's more, we have introduced a pronouns section within our email signatures, enabling colleagues to share how they would like to be referred to.

We also continue to provide trans and non-binary inclusion resources to all staff.

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[arthritis-uk.org](https://www.arthritis-uk.org)

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