



# Gender Pay Gap 2025

People and Organisational Development

## Message from the Chief Executive Officer

The issue of the gender pay gap has been gaining more and more attention in recent years – and rightly so. The requirement to publish gender pay gap data currently applies to organisations with more than 250 people employees. Whilst Advance Northumberland isn't at that number yet, we have made a decision to publish this data on a voluntary basis, so that we can demonstrate progress and ensure best practice in our people activities.



We are committed to ensuring all of our activities demonstrate equality, inclusivity and fairness in all aspects of our work. I am therefore pleased to introduce our Gender Pay Gap report, where we explore our data and in future years will use this as a basis to analyse trends.

Like many organisations, we're on a journey to deliver our long-term ambitions to support gender equality. We've established an internal group, linked to our People Forum, to specifically look at how we can raise this across the different streams of our business.

We have a competitive benefits package and continue in our aim to make Advance Northumberland an employer of choice, in all of our business activities. We have ambitious plans for growth, and this will be reflected in an increase in the number of people working for the Advance Group.

Publishing these results ahead of legislative requirements has been unanimously supported by our leadership team.

As the authorised signatory of this Pay Gap Report, I am pleased to confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations. The report has been developed using data from a snapshot date of 4 April 2025.

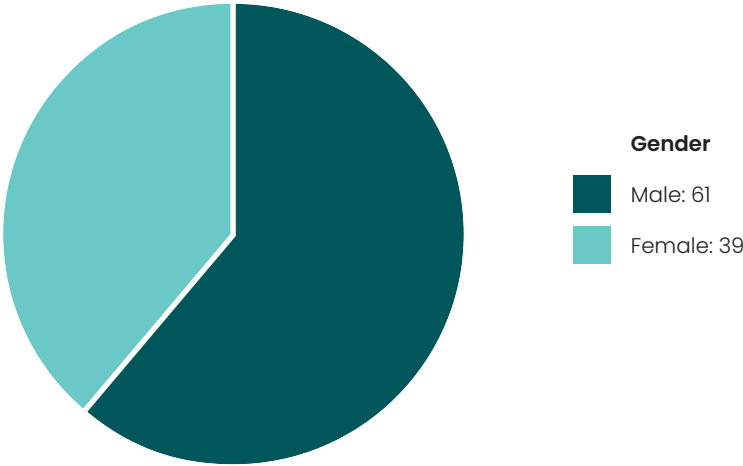
We are proud and pleased to share our gender pay commitments with you, which you'll find later in the report, detailing the meaningful steps we are taking to really make a difference.

We will continue to deliver this report ahead of any legal compliance, ensuring that our female colleagues feel recognised for their contribution, are paid fairly and have the opportunity to develop their careers.

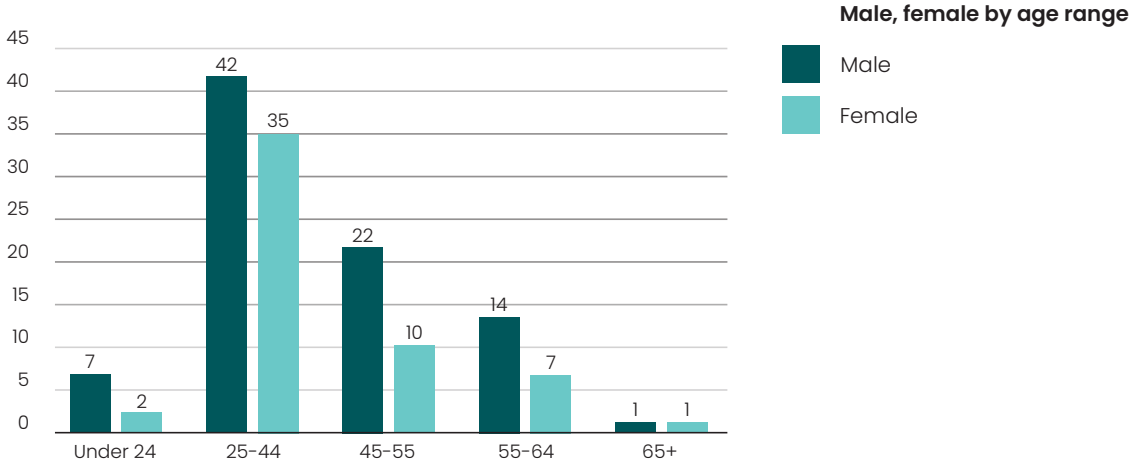
**Steven Harrison**  
Chief Executive Officer

# Introduction

To put this information in context, the colleague gender breakdown on the 4th April 2025 was:



The breakdown by age for 2025 was:



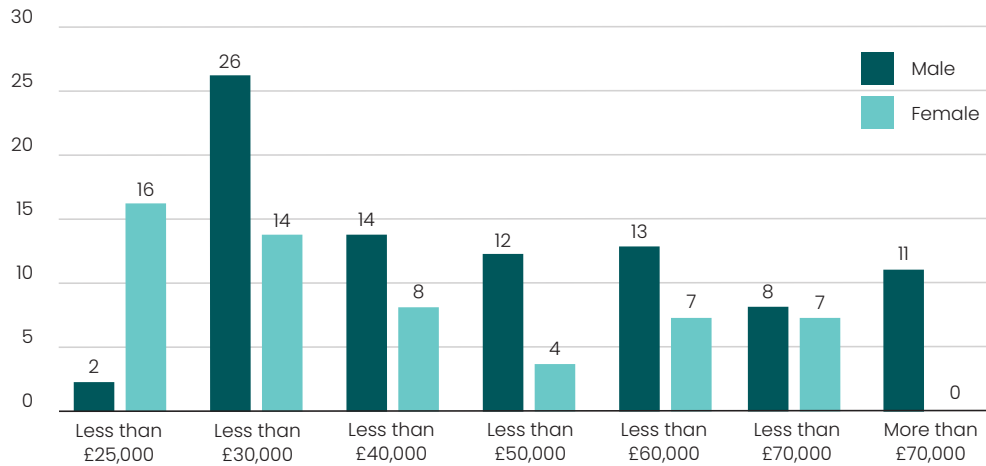
In analysing pay data, the rules set for this stipulate that any salary sacrifice agreements should be deducted from gross salary to give actual salary. For Advance Northumberland colleagues, salary sacrifice options include:

- Pension
- Lease Cars
- Home Electronics
- Bike to Work
- SMART Holidays

The take up of salary sacrifice benefits for this period was:

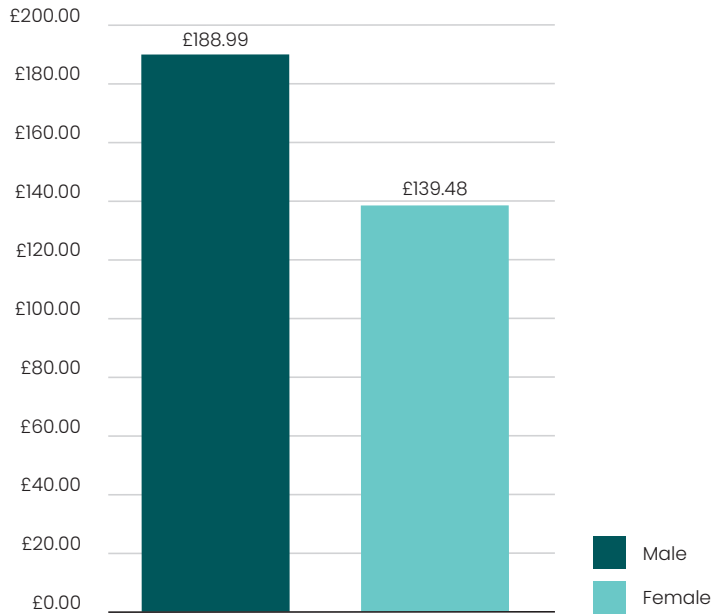
Salary Sacrifice Scheme	No of Male	No of Female
Pension	76	40
Home electronics	8	8
NHS Fleet	16	2
SMART Holidays	1	3
Bike to Work	0	0

## Gender Pay Comparison - April 2025



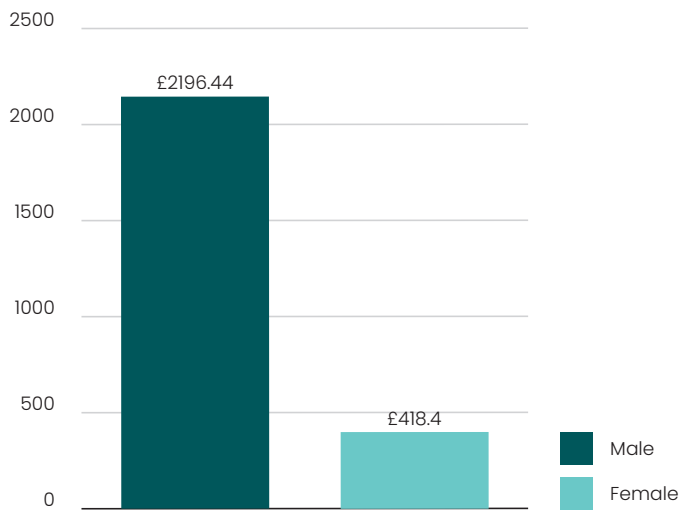
# Daily rates

## Average daily rates



# Average Salary Sacrifice Amounts

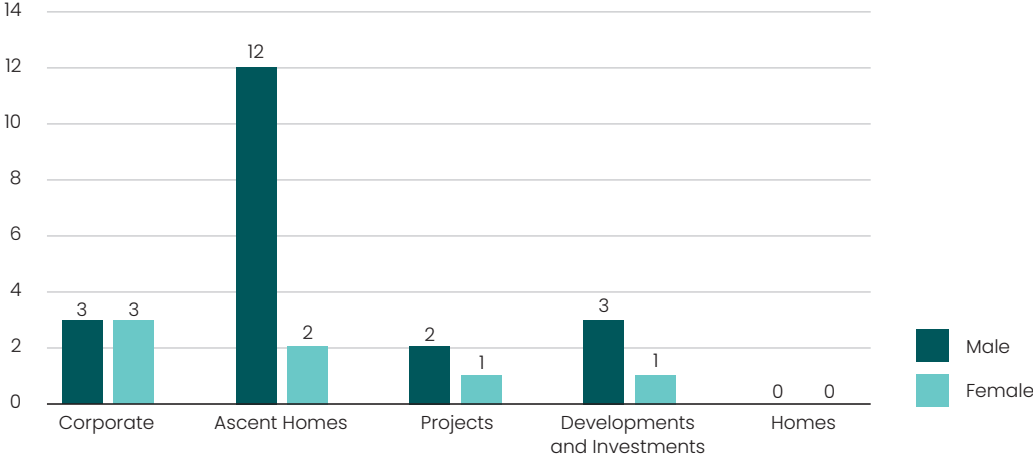
## 2025



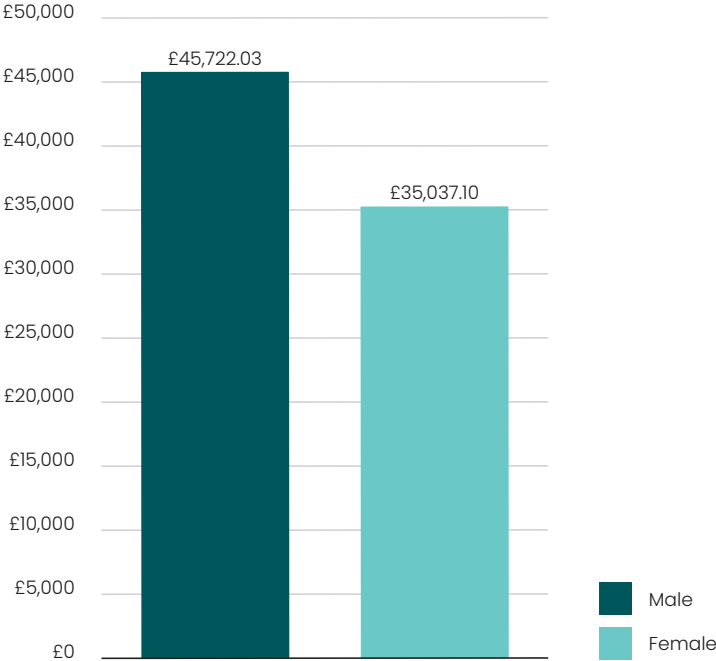
# High Earners - with salary sacrifice deductions

Of those colleagues who earn more that £60,000 per annum:  
7 females and 20 males.

## Over £60,000 breakdown

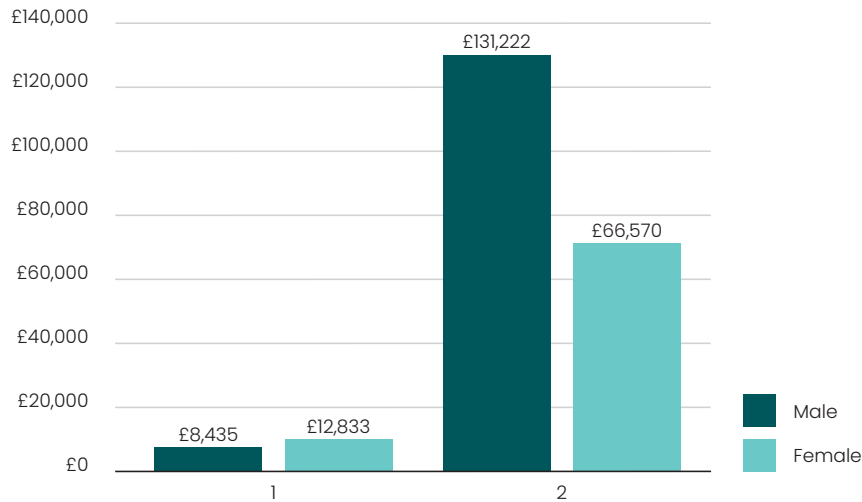


## Average Salaries



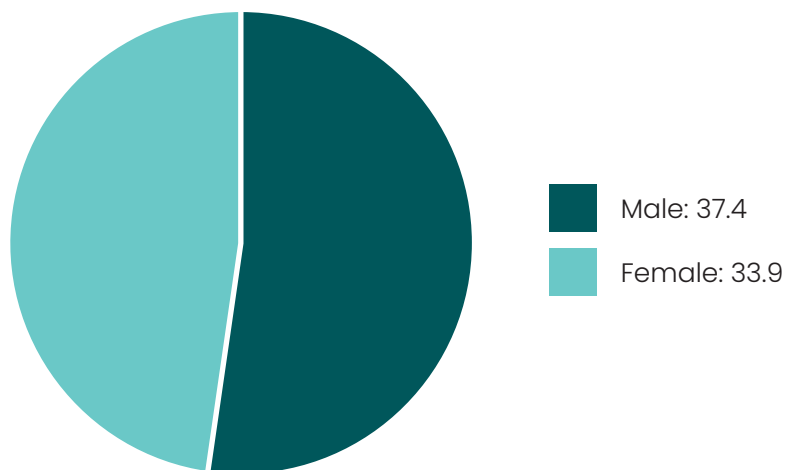
## Difference between lowest and highest salaries

Male/Female - lowest and highest salary differences



## Average hours per week

2025



## Mean and Median comparisons

Mean / Median	Male	Female	Difference
Mean	£45,722.03	£35,037.12	£10,684.91
Median	£39,461.52	£28,826.85	£10,634.67

## **The analysis of data demonstrates the following:**

In considering this information, Advance Northumberland have agreed the following priorities:

### **ACTION**

- Maintain an inclusive culture, where all colleagues feel valued.
  - Continue to support women's career development in non-traditional roles, working with organisations such as Women In Property.
  - Encourage progression for part-time workers to increase hours and reduce gaps
  - Support organisations such as Connect Northumberland, to encourage non-traditional career choices made by children and school leavers. Continue to attend careers fairs and provide work experience opportunities
  - Review recruitment and promotion processes to reduce any bias that might exist
  - Measure and evaluate policies to support diversity and inclusion. Review and consider enhancements to family leave entitlements
- 





**Advance  
Northumberland**

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