nyas
national youth
advocacy service

Gender Pay Gap Report - 2025

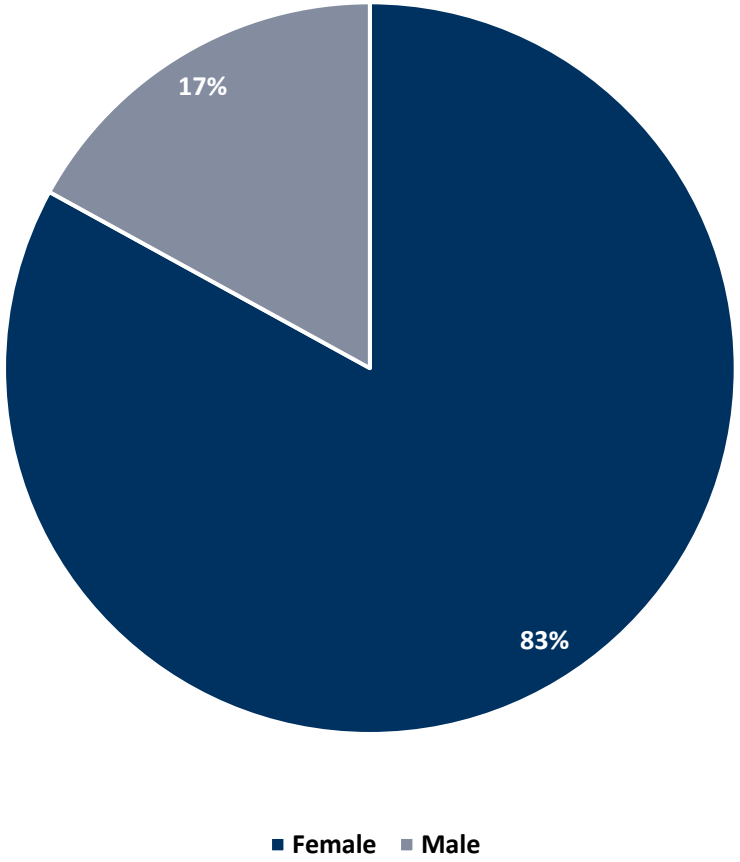


Gender Profile

As of the 2025 snapshot date (5th April), the gender composition of our employed workforce is:

- 83% women
- 17% men

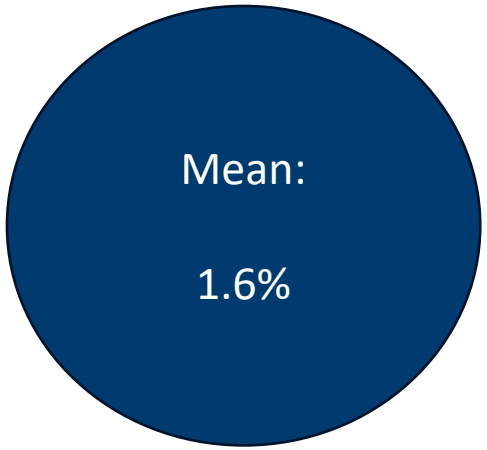
This remains consistent with last year's profile (84% women and 16% men) which shows a stable gender distribution.



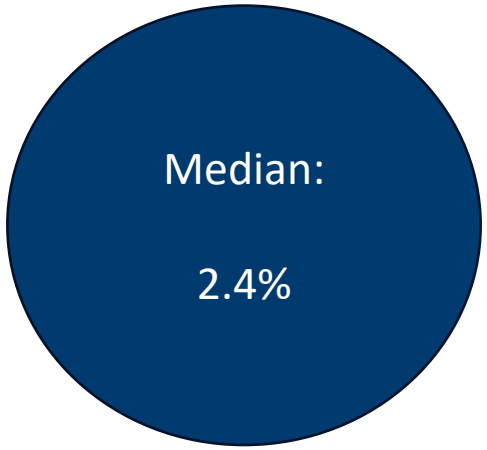
NYAS continues to have a predominantly female workforce. This overall balance naturally influences our Gender Pay Gap results. However, the stability of our employed workforce profile supports consistency in year-on-year reporting.

The Gender Pay Gap will therefore be interpreted in the context of representation across different pay levels rather than overall headcount alone.

Gender Pay Gap Results



Last year: 1.9%

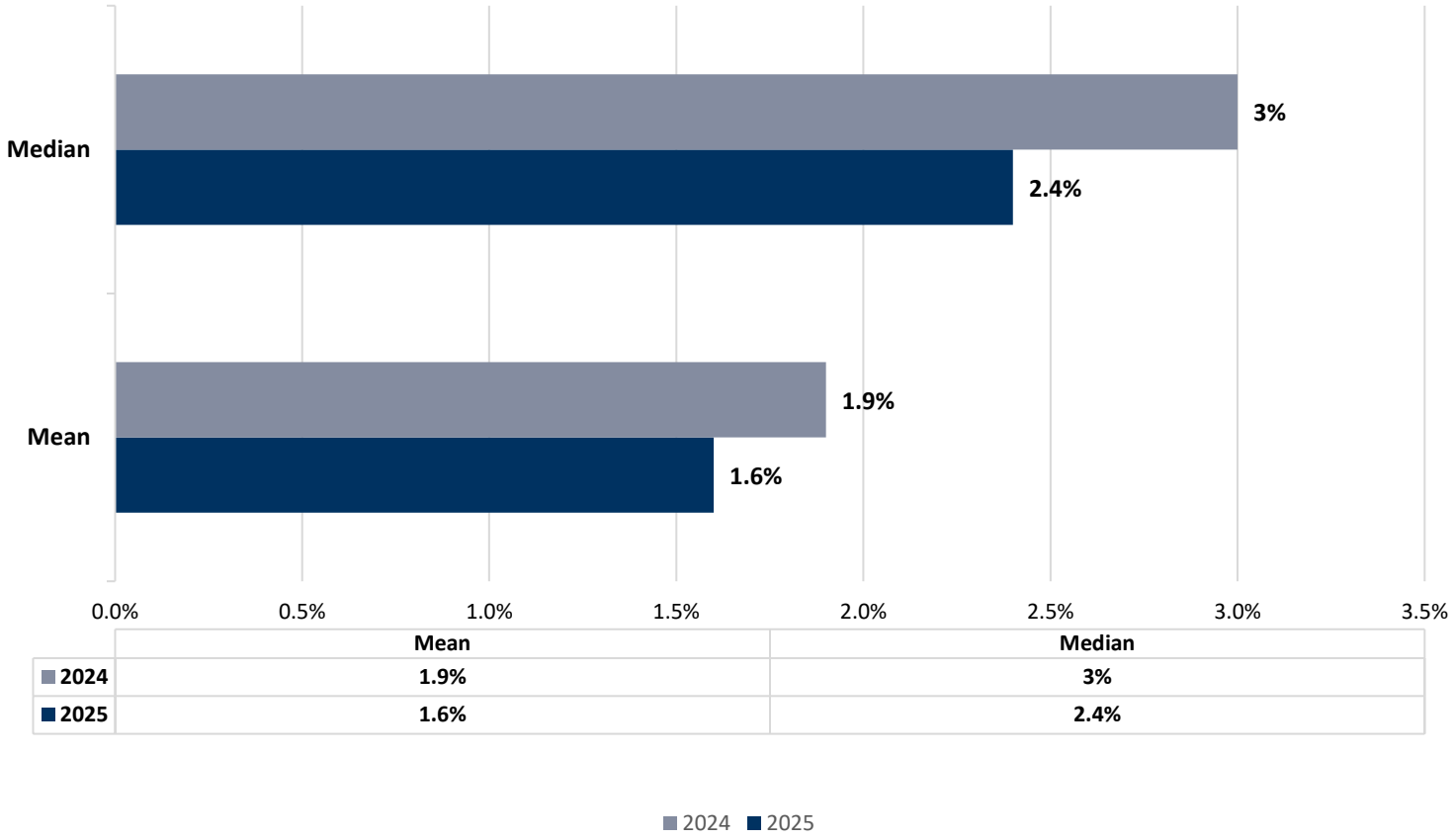


Last year: 3%

Both our mean and median pay gap has reduced compared with 2024.

These reductions reflect the positive impact of NYAS pay policy and the stability of pay distribution across the organisation.

Annual Comparison



	Mean	Median
2024	1.9%	3%
2025	1.6%	2.4%

Our Gender Pay Gap continues to show positive progress, reflecting our commitment to pay equity.

Both our mean and median remain significantly below the UK national average.

Mean in the UK: 12%
Median in the UK: 12.8%

This reduction indicates that our new pay structure continues to have a positive impact.

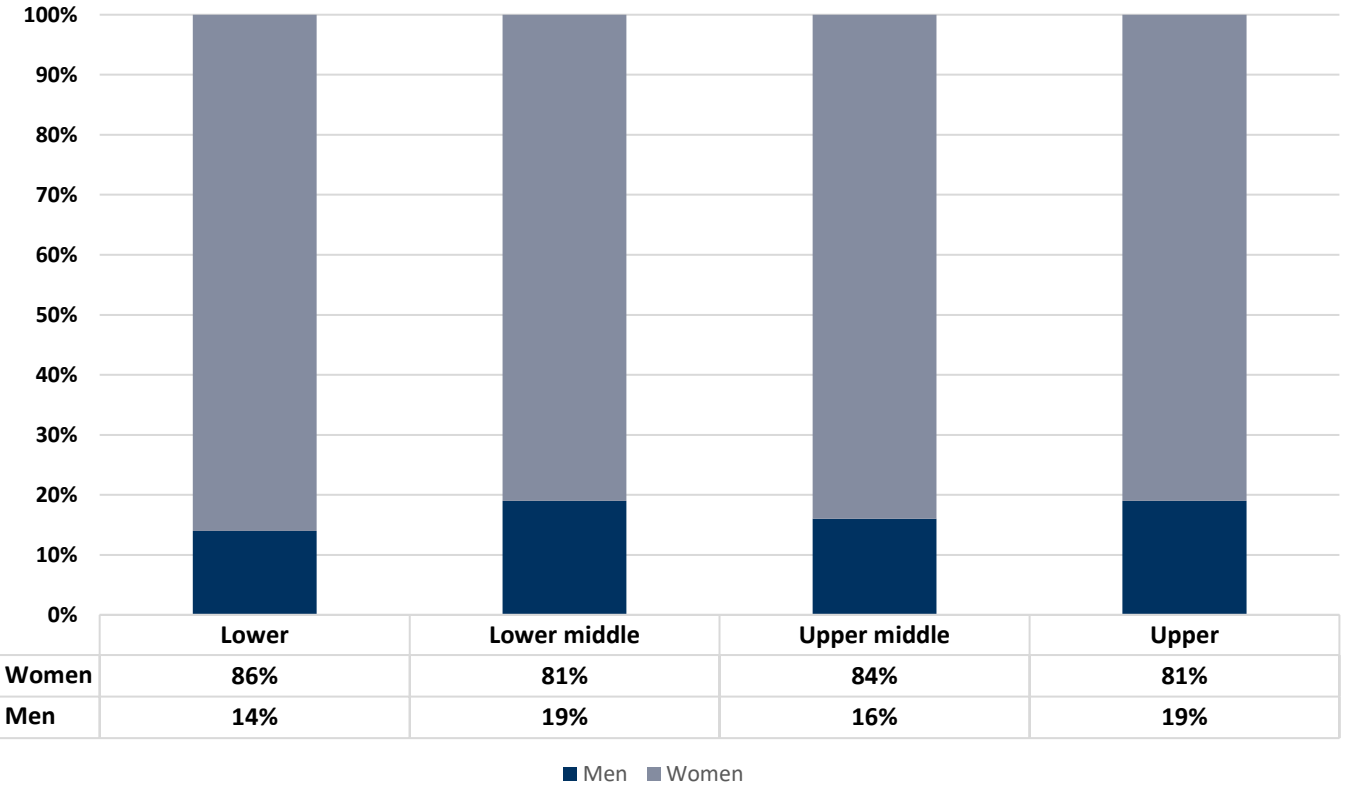
Pay Quartile Summary

Women make up 81-86% of employees across all quartiles, reflecting the overall workforce.

Distribution across the quartiles has remained stable year-on-year with only small changes.

There is a slight increase in male representation in the lower middle and upper quartiles.

Overall, there is no evidence of significant gender imbalance within any single pay quartile, and the distribution does not indicate structural barriers to progression by gender.



	Lower	Lower middle	Upper middle	Upper
Women	86%	81%	84%	81%
Men	14%	19%	16%	19%

2024 data:				
Women	85%	84%	84%	82%
Men	15%	16%	16%	18%

Methodology and Context

The analysis has been completed in line with UK Government Gender Pay Gap reporting guidance.

A small number of employees were excluded because they were not receiving ordinary pay on the statutory snapshot date (5th April 2025). This included employees on maternity leave or periods of sickness. Excluding employees not receiving ordinary pay is required to ensure accuracy and consistency.

Ordinary pay includes basic pay and allowances such as London Weighting. It excludes additional hours, additional work and redundancy pay.

Employees were grouped by hourly pay and divided into four equal pay quartiles. Where employees shared identical hourly rates at quartile boundaries, they were split across quartiles to maintain equal group sizes in line with government guidance.

Pay quartiles help illustrate how men and women are distributed across different pay levels within the organisation.

Overall Summary

Our 2025 Gender Pay Gap analysis demonstrates continued progress toward pay equity, with low mean (1.6%) and median (2.4%) gaps across NYAS. Across all quartiles, women remain well-represented, particularly in middle and senior roles (81–84%), showing a strong balance between representation and pay.

NYAS has a predominantly female workforce, with women representing 83% of employees. While this reflects a gender representation imbalance, NYAS's Gender Pay Gap results remain low, indicating that pay differences are not driven by unequal pay practices but by workforce composition.

The quartile-level analysis shows that minor variations in mean gaps, such as the 14% in the lower quartile are influenced by a small number of higher-paid men, while median gaps remain small or negative, confirming fair pay for the majority of employees. In the upper and upper-middle quartiles, women remain well-represented and earn equitable pay, reflecting the effectiveness of our new pay policy introduced in April 2024.

Overall, the data highlights a workforce where pay equity and representation are strong, with continued year-on-year improvements.

Actions to Continue Closing the Gender Pay Gap

- Continue annual pay reviews and audits to identify and address any disparities.
- Maintain clear and transparent pay bands and progression criteria to ensure fairness and clarity.
- Monitor gender representation across the organisation, particularly in senior roles.
- Continue offering flexible and family-friendly working policies to support career continuity and retention.
- Track gender distribution by quartile to ensure balanced representation at all levels.

Closing Statement

At NYAS, our people are at the heart of everything we do, and our Gender Pay Gap Report reflects our continuing commitment to fairness, transparency, and progress. We are proud of the strides we have made, and we remain focused on creating an environment where opportunity and recognition are accessible to everyone.

As we look ahead, we will continue to build on our strengths, address areas for improvement, and ensure that equity is embedded in every stage of the employee experience. This work is part of a long-term commitment to support our colleagues, empower our teams, and drive meaningful change for the future.



Rita Waters

Group Chief Executive

National Youth Advocacy Service