



Trivallis.
Gender Pay Gap
Report 2025

Introducing our Gender Pay Gap Report for 2025

On 5 April 2025, the average pay shows that men are paid 2.01% more than women. This means that for every £1.00 women earn, men earn £1.02. This is an improvement from 2024, when men earned £1.07 for every £1.00 earned by women.

This has improved because more women are now working in higher paid roles, and pay is fairer within each pay band. However, the gap is still affected by extra payments for standby and callouts, which mainly go to male only trade teams.

We're committed to reducing this gap, and we're working on it as part of our Equality, Diversity and Inclusion plan. We're taking clear actions across the organisation to tackle the real reasons behind the gender pay gap, and we're making sure we consider how different factors affect people in different ways.

At Trivallis, we are committed to ensuring that our staff and service users are treated fairly.

We want everyone to have fair access to opportunities, and we do not want any person or group to be treated unfairly.

We value diversity, inclusion and equal opportunities, and we are committed to putting these into practice.

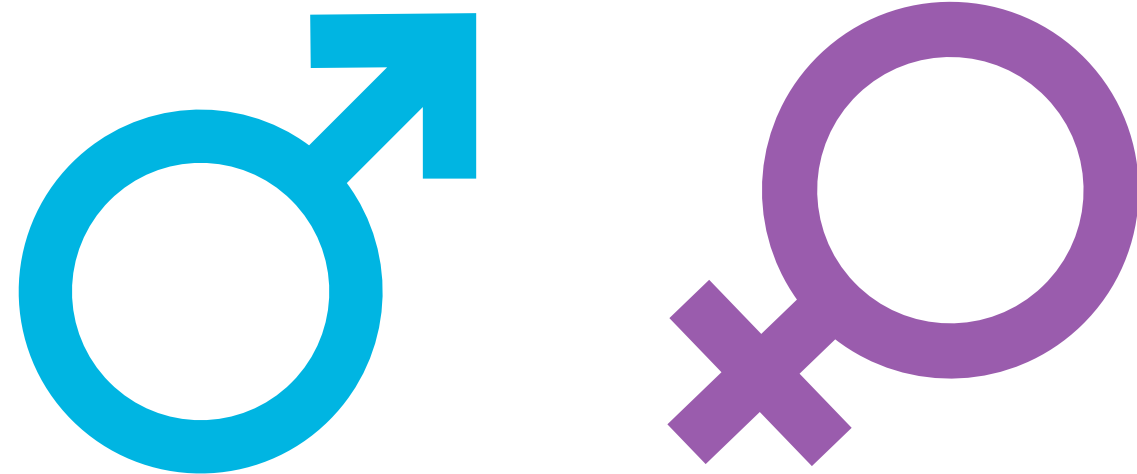
Gender pay gap reporting looks at the difference between what men and women earn per hour, on average, over a year. This is not the same as Equal Pay, which is about paying men and women the same when they do the same or similar work.

The figures are based on pay on 5 April each year (the "snapshot date"), and we must publish the results by 4 April the following year.

This is the ninth year Trivallis has reported its gender pay gap. All figures were calculated using our Civica HR/Payroll system.

Work place profile

Since 5 April 2024, our gender split has stayed the same: 44% of our staff are women and 56% are men. Our total number of employees has gone up slightly from 432 in 2024 to 438 in April 2025, but overall, the workforce size is still stable.

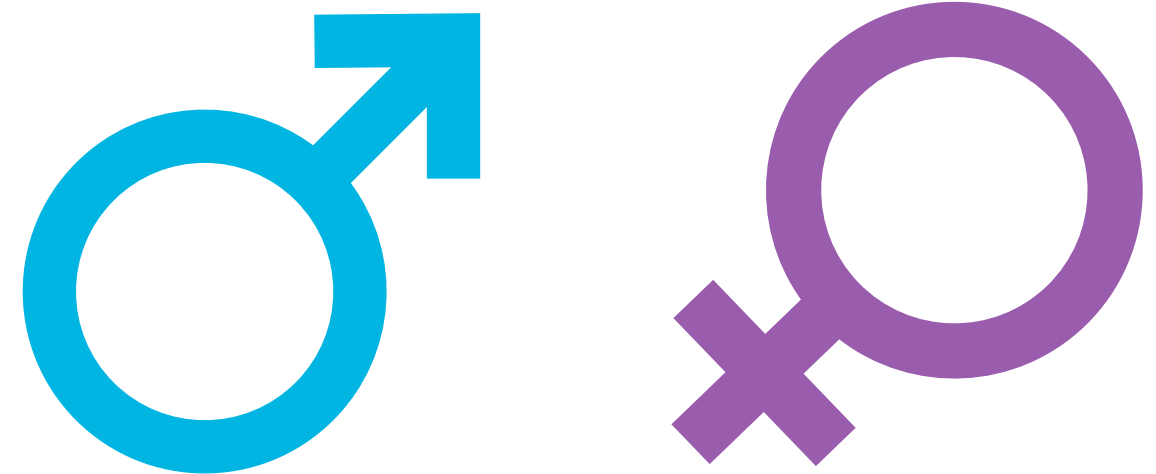


56% men

44% women

Gender split of the whole workforce

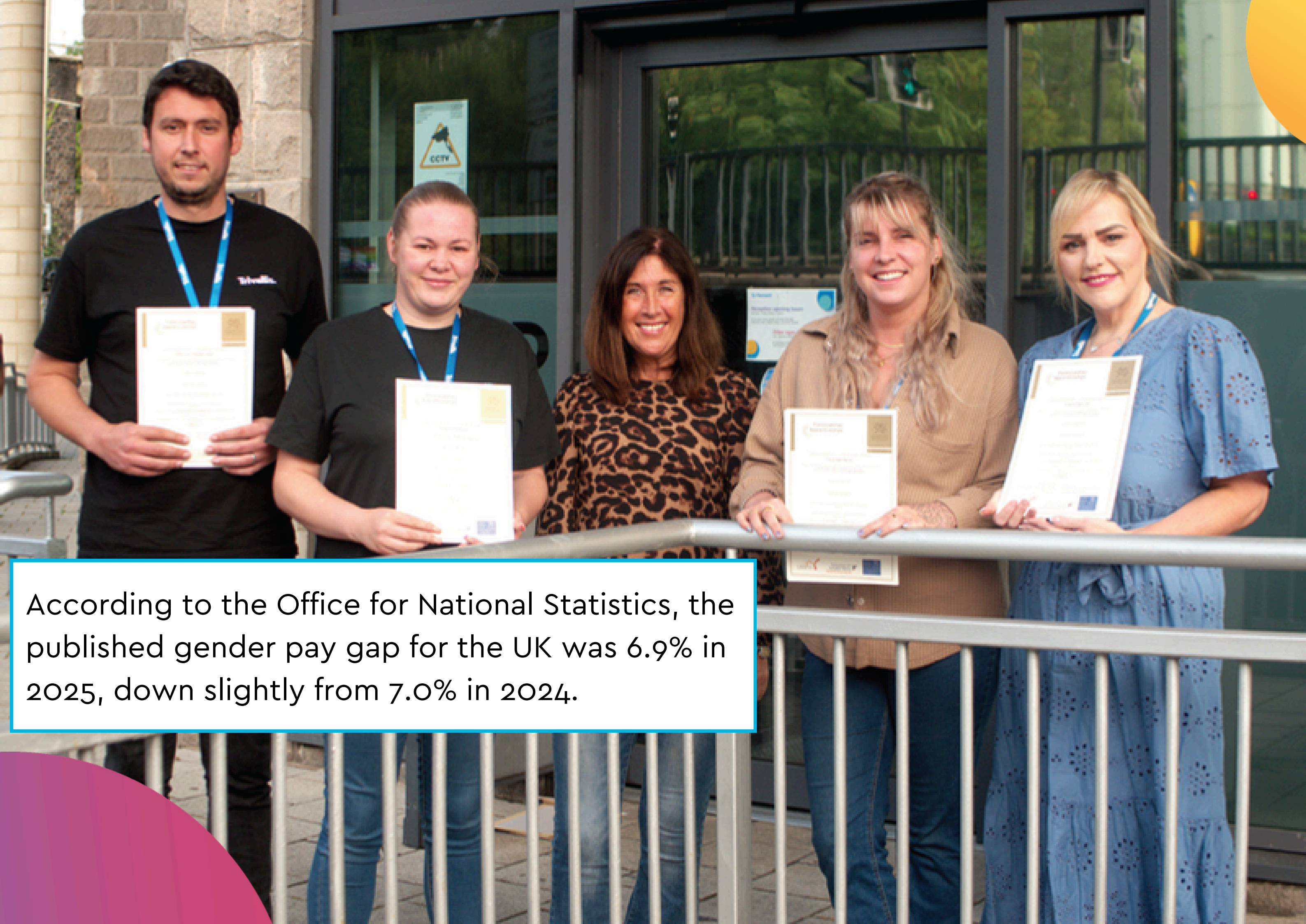
Trivallis' Senior Leadership Team is skewed towards men, with seven men and three women. The Senior Leadership Team currently consists of a Chief Executive, four Executive Directors and five Corporate Directors.



70% men

30% women

Senior Leadership Team



According to the Office for National Statistics, the published gender pay gap for the UK was 6.9% in 2025, down slightly from 7.0% in 2024.

Our gender pay gap summary

The gender pay gap is the difference between the average female and male hourly rates of pay. This is calculated in two ways - mean and median.

Pay gap

Mean (average)

2.01%

This reveals that on average, women are paid less than men.

Mid point (median)

0.72%

Mean – Mean is calculated by adding all hourly rates and dividing the total by the number of employees. Final figures can be skewed by a handful of highly paid individuals.

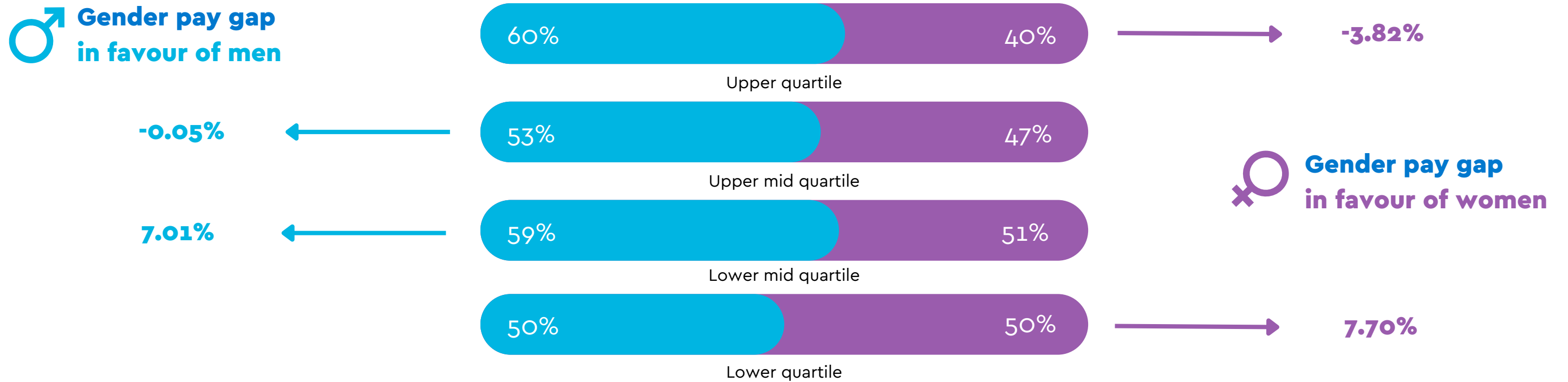
Median – Median figure falls in the middle of a range and is calculated when all salaries are lined up from the smallest to the largest. It shows the difference in the midpoints in the hourly pay for men and women and is not affected by 'outliers' i.e. the few individuals at the top or bottom of the range. It is the best method to use to compare with other organisations.

The results show that on average (mean) men are paid 2.01% more than women. This means that for every £1.00 female colleagues receives, male colleagues receive £1.02. This gap is much lower than 2024, when the gap was 7.39% which meant that male colleagues received £1.07 for every £1.00 earned by female colleagues.

The median gender pay gap for 05 April 2025 is 0.72%, which represents a big fall compared to the previous year which was 8.94%. This means that for every £1.00 a female colleague receives; male colleagues receive £1.01. The median hourly rate of pay for men was £18.15 compared to £18.02 for women.

Proportion of men and women in each pay quartile

When we report on the gender pay gap, we have to divide all employees into four equal groups based on how much they earn per hour. Each group is called a quartile.



The difference between the number of men and women in each pay quartile is small, but the biggest gap is in the upper quartile. In this highest-paid group, there are 66 men (60%) and 44 women (40%).

Even though more men are in the top group, the median pay gap slightly favours women at -3.82%. This means that for every £1.00 women earn, men earn about £0.96. Last year, men earned about £0.93, so the gap has narrowed.

At Trivallis, most of our trade and maintenance jobs are done by men. These jobs offer extra pay for things like standby, on-call work and multi-skilled duties.

This increases men's earnings and affects both their higher numbers in the top quartile and the overall gender pay gap.

Gender pay gap comparison for each quartile 2023 - 2025

	2023	2024	2025	Explanation
Upper quartile	-2.52%	-2.93%	-3.82%	The pay gap in the upper quartile is slightly more favourable to women, continuing the trend from the last three years.
Upper mid quartile	-0.03%	1.95%	-0.05%	In 2023, the pay gap was almost zero (0.03%), meaning men and women were paid almost the same. In 2024, the gap increased to 1.95%, so men were paid more than women on average. In 2025, the gap dropped again to 0.05%, bringing it back to almost equal pay.
Lower mid quartile	4.04%	1.08%	7.01%	Overall, the pay gap in this quartile has got worse, with men now paid £1.07 for every £1 paid to women. This is mainly caused by bonus payments to Gas Service Engineers, who are all men.
Lower quartile	0%	-1.02%	-7.70%	In 2023 the pay gap was zero. Since then, the pay gap has moved consistently in favour of women. Men now earn £0.92 for every £1 earned by women.

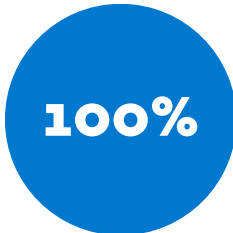


The only bonus payment awarded in Trivallis is to gas servicing engineers. This is a legacy agreement from when the staff were transferred from a TUPE in 2010 from Homeforce.

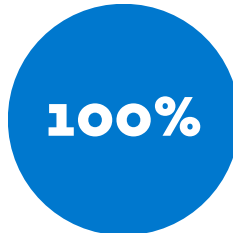
Bonus gender pay gap

Pay gap

Mean (average)

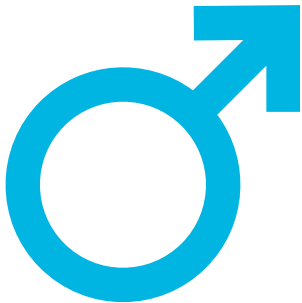


Mid point (median)

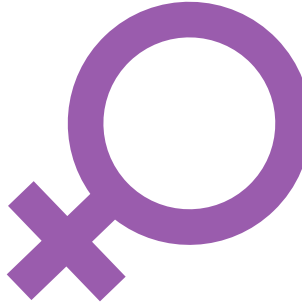


This reveals that only men receive a bonus.

Proportion of men and women receiving bonus payments



3.7%
Men



0%
Women

The bonus payment is paid monthly where an employee completes more than seven gas services in a day. The reason that the bonus gender pay gap is 100% is because all our gas servicing engineers are male.

Trivallis does not currently have any female gas service engineers. The percentage of men who received this bonus increased from 3.3% in 2024 to 3.7% in 2025.

Next steps - What we are doing to reduce our gender pay gap

1. Pay (Spot Salaries)

- We use fixed salaries for each job, rather than bands or a range. This keeps pay fair within each role, but doesn't help us to compare roles.
- We haven't had a proper way to compare the value of jobs across Trivallis, which is a risk.
- To fix this, an external company is reviewing all our roles. Their work finishes in mid-January 2026 and will help us design a clearer pay and grading system.

2. Bonuses and Allowances

- We know some extra payments mainly go to men, especially in Trades.
- We are consulting on removing Gas Bonuses from March 2026.
- An internal audit of Trades allowances is underway, with results due in January 2026. We will review the recommendations and decide what to do.
- These bonuses are old contractual arrangements. They are not based on performance.

3. Gender Balance

- Repairs and Compliance roles are mostly filled by men, which affects pay and team culture.
- We want more women in Trades and are meeting with Llanw (the repairs service at Valleys to Coast Housing Association), who have had success in this area.
- Customer Services has the opposite issue - mostly women. Work in 2025 has improved the balance from 80/20 (women/men) to 68/32, helped by flexible working and job-sharing.

4. Equality Monitoring

- We planned to improve our equality data, and we changed our recruitment system in June 2025 because the old one didn't collect good information.
- We haven't done full analysis yet, but since April 90% of internal hires have been women.
- The new system will give us much better data from 2025/26 onwards.

5. Plans for 2026

- We will create a consistent, fair approach to all pay allowances once the audit is complete.
- After the Job Evaluation work is finished, we will start tracking progression, internal hiring and pay changes more closely, including in reports to ELT and the People Committee.

Looking forward

Our median gender pay gap is 0.72%. We will keep monitoring this regularly and stay committed to making sure all staff and customers are treated fairly.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gareth Thomas

Director of People

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nick Beckett

Chairman of the Board

The background features a large purple circle on the left and a large red circle on the right. In the upper right, there is a smaller cyan circle overlapping a dark blue circle. The word "Trivallis." is centered in white text.

Trivallis.

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