

## Eight year pay gap comparison

For further information about how the below data has been calculated and the steps Victim Support are taking to address the gender, disability and ethnicity pay gaps please visit the [Gender, ethnicity and disability pay gap information page](#) of our website.

## Pay gap year on year comparison

### Gender

	Gender pay gap	
	Mean	Median
2023/24	15.1%	6.3%
2022/23	15.0%	7.9%
2021/22	14.7%	9.6%
2020/21	14.2%	6.1%
2019/20	13.2%	3.3%
2018/19	13.2%	6.6%
2017/18	11.9%	7.0%
2016/17	17.6%	6.8%

	Proportion of women and men	
	Women	Men
2023/24	86%	14%
2022/23	87%	13%
2021/22	86%	14%
2020/21	86%	14%
2019/20	85%	15%
2018/19	85%	15%
2017/18	83%	17%
2016/17	84%	16%

### Disability

	Disability pay gap	
	Mean	Median
2023/24	3.6%	0.6%
2022/23	4.79%	4.37%
2021/22	8.82%	2.45%
2020/21	11.05%	0.82%
2019/20	12.95%	3.39%

	Proportion of Disabled and Non-disabled staff	
	Disabled staff	Non-disabled staff
2023/24	21%	79%
2022/23	19%	81%
2021/22	16%	84%
2020/21	15%	85%
2019/20	13%	87%

	Proportion of Black, Asian and minority ethnic and White Staff	
	Black, Asian and minority ethnic staff	White staff
2023/24	17%	83%
2022/23	18%	82%

## Ethnicity

	Ethnicity pay gap	
	Mean	Median
2023/24	-0.3%	-2.9%
2022/23	-1.53%	-10.04%
2021/22	-0.38%	-11.24%
2020/21	-0.56%	-3.64%
2019/20	0.51%	-3.40%

2021/22	18%	82%
2020/21	17%	83%
2019/20	18%	82%