Trident Group

GENDER PAY GAP REPORT 2025

ABOUT US

Since 1962, Trident has a long and proud history as a unique housing provider in the West Midlands.
We deliver core general needs housing as well as specialist a Care and Support service and the diversity of our employees helps to create a people focused and caring organisation.

Trident Group includes Trident Housing, Trident Reach, and Trident Star. Across the group we employ more than 750 staff, work with over 150 volunteers and provides training places and apprenticeships for many more.

HOURLY PAY QUARTILES

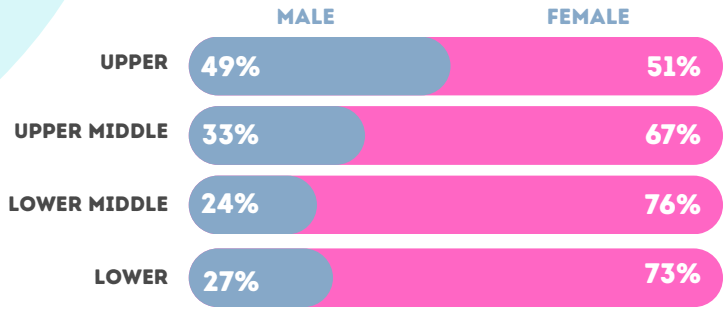
The proportion of male and female employees are split into quartile bands based on their Hourly Pay in 2024.

Trident Group

GENDER SPLIT

MALE: 33%

FEMALE: 67%

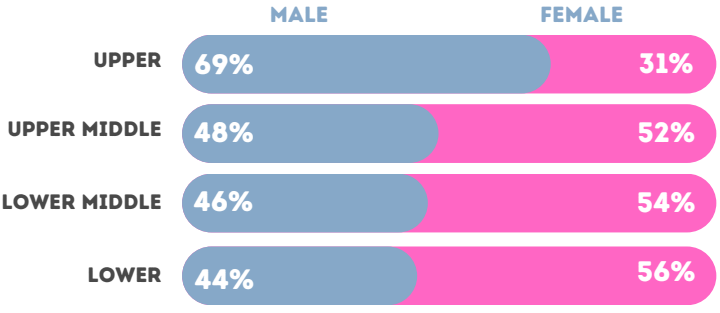


Trident Housing

GENDER SPLIT

MALE: 52%

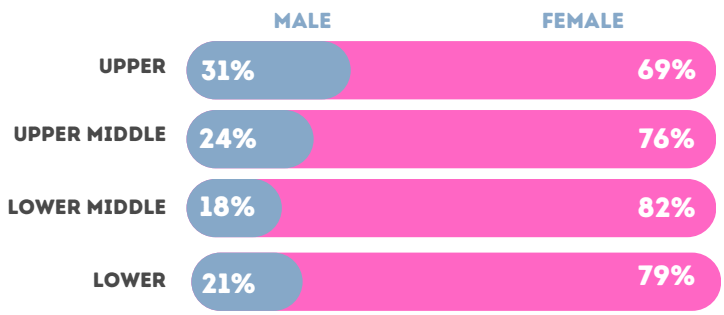
FEMALE: 48%



Trident Reach

MALE: 24%

FEMALE: 76%



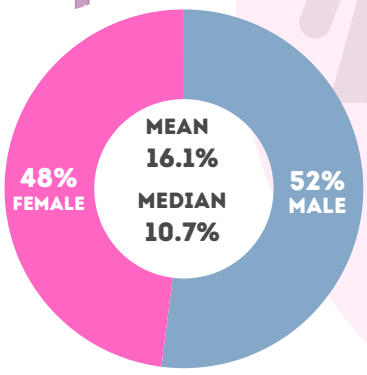
HOUSING AND REACH ANALYSIS

Trident gender analysis shows that across the business we have considerably more female employees (67%) compared to males (33%).

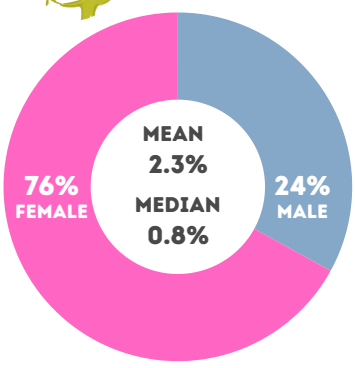
This is largely attributed to their being more females in the Reach business, which is centered around care and support.

Across Trident Housing there are slightly more males (52%) than female (48%).

Trident Housing



Trident Reach



Trident Group

GENDER PAY GAP REPORT 2025

TRIDENT GROUP PAY GAP ANALYSIS

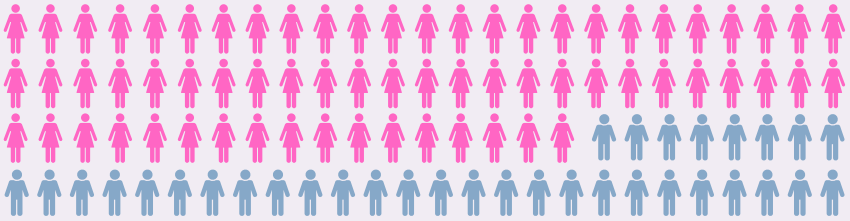
Across Trident Group, females lead males in all pay quartiles.
We are proud to have a median hourly rate of **£12.15** which is a great example of the equality Trident Group have within the organisation. The **mean average** is **£15.72** for males against **£13.19** for females.

The gender split between male to female employees in the upper quartile of the hourly rate is almost the same with a small 2% shift towards females which shows our commitment towards gender equality in prominent positions across the business.

Trident Group

Total Group Gender Split

33% of our colleagues are Male
67% of our colleagues are Female



2024 HOURLY PAY GAP (HOUSING AND REACH)

TRIDENT HOUSING

Within **Trident Housing**, females lead males in all pay quartiles except upper which is due to a slightly bigger male heavy composition of the senior management in Trident Housing.
This has tilted the **median** towards males with **£14.04** compared to the female hourly pay of **£12.45.**

It has also given males a **16.1%** mean average above **females**, with **men** in Trident Housing averaging **£18.81**, whilst **females** average **£14.75.**

MEDIAN PAY GAP	10.7% +	MEAN PAY GAP	21.6% +

TRIDENT REACH

Within **Trident Reach,** females significantly lead males in **numbers of people** working across all pay quartiles although a very small pay gap remains tilted towards males remain.

The median hourly rate tilts in the **males** favour with a rate of **£12.15** compared to females **£12.05** per hour.
The mean average is **£12.99** for males against **£12.69** for females which is a **2.3%** difference.

MEDIAN PAY GAP	0.8%	MEAN PAY GAP	2.3% +

While this shows there is still opportunity to improve our gender pay gap it's important to note that this reflects on us having a lot more females in the Reach side of the business undertaking roles on the lower hourly quartile. We are committed to continuing in our efforts to improve our gender pay gap. This will be accomplished by maintaining our annual reporting and analysis to ensure we are transparent and remain accountable.