









Table 1. 2020 Pay gaps

Gender
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# Gender

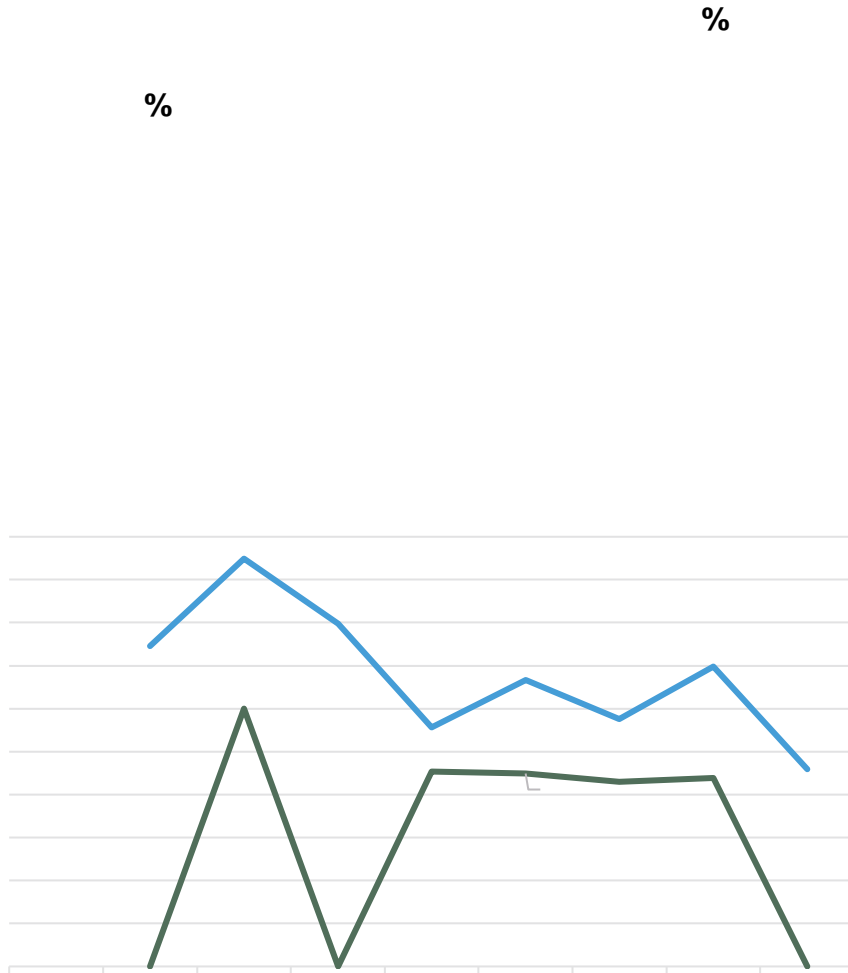


Figure 1. Sustrans gender pay gap over time (2016-2023)



# Ethnicity







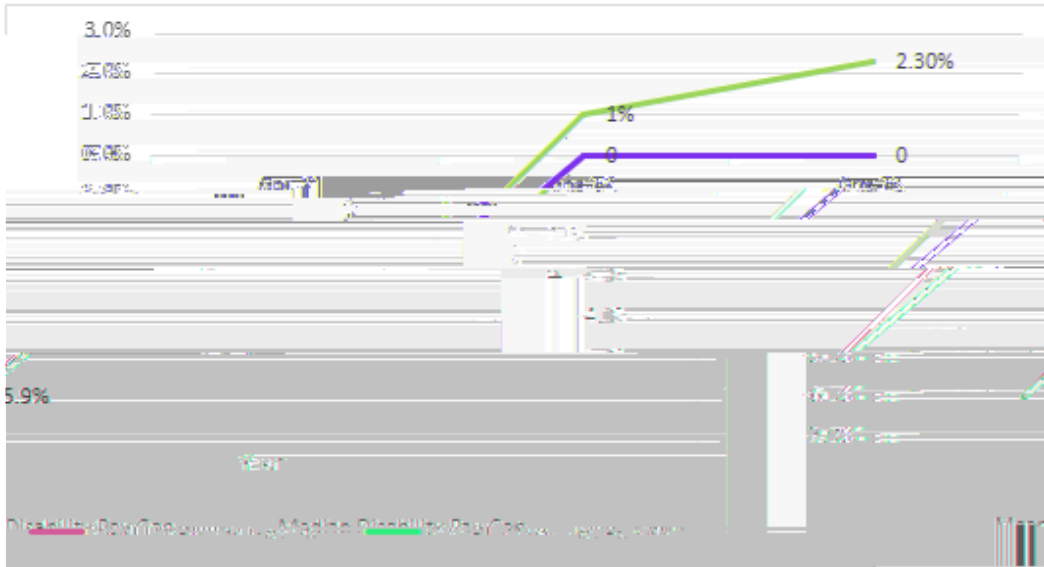


Figure 7. Disability pay gap (2021-2023)

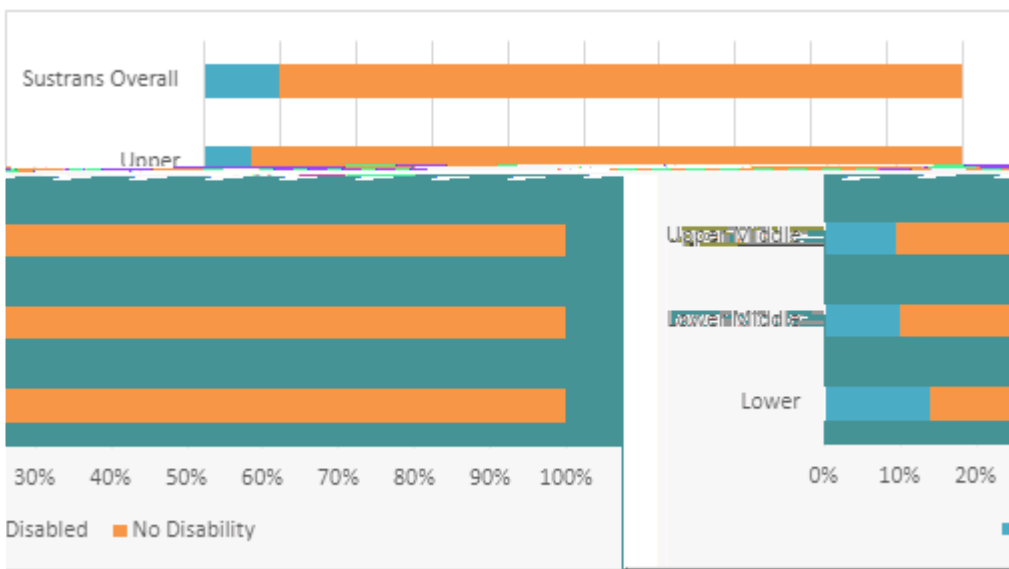


Figure 8. Proportion of disabled colleagues in pay quartiles (2023)



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## Additional actions