



bright futures

Gender Pay Gap Report

Gender Pay Gap Reporting

Whilst Bright Futures does not have a statutory obligation to report on Gender Pay Gaps, we are committed to monitoring and reviewing the profile of our employees to ensure we can fulfil our commitment to workforce equality.

Regulations introduced in 2017 require public, private and voluntary sector organisations, with 250 or more employees on a specified 'snapshot date' relevant to their sector, to report annually on their gender pay gap.

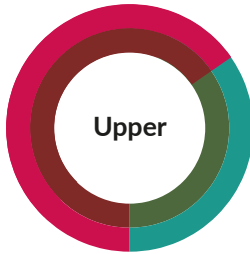
The gender pay gap is a measure of labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay.

Gender pay gap reporting doesn't specifically ask who earns what, but what women earn as compared with men.



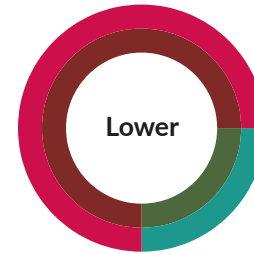
Quartile Split

59%
- 41 Female
Employees



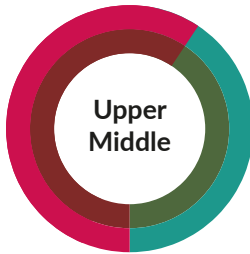
41%
- 29 Male
Employees

75%
- 53 Female
Employees



25%
- 18 Male
Employees

56%
- 39 Female
Employees



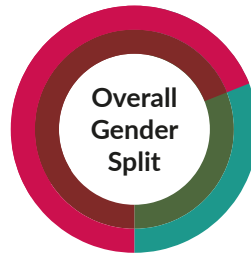
44%
- 31 Male
Employees

73%
- 51 Female
Employees



27%
- 19 Male
Employees

66%
- 184 Female
Employees



34%
- 97 Male
Employees

Difference In Pay

Overall mean pay gap



At Bright Futures our Mean Average is 2.78% against a Mean Average of 6.2% for the Care Sector (source Office for National Statistics 2020 data).

Overall median pay gap



At Bright Futures our gender pay gap is 14.38 % (median) which is lower than the National Average of 15.5%.



Gender Pay Gap Summary

- ✕ No significant issues have been identified
- ✕ Bright Futures has a representative split of male and female employees
- ✕ There is a slight skew of more females in the lower pay quartile and more males in the upper pay quartile
- ✕ The overall calculation, however, indicates that as a total there is only a pay gap of 2.78% against an average of 6.2% across the Care sector (Office for National Statistics 2020 data)
- ✕ At Bright Futures the median gender pay gap is 14.38 %, which is lower than the national average of 15.5%





Gender Pay Gap Report 2021

Supporting people with learning disabilities,
autism and complex needs to have a great
quality of life

For more information please contact:
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