



Gender Pay Gap Report – November 2022

data from April 2022

Gender Pay Gap Reporting

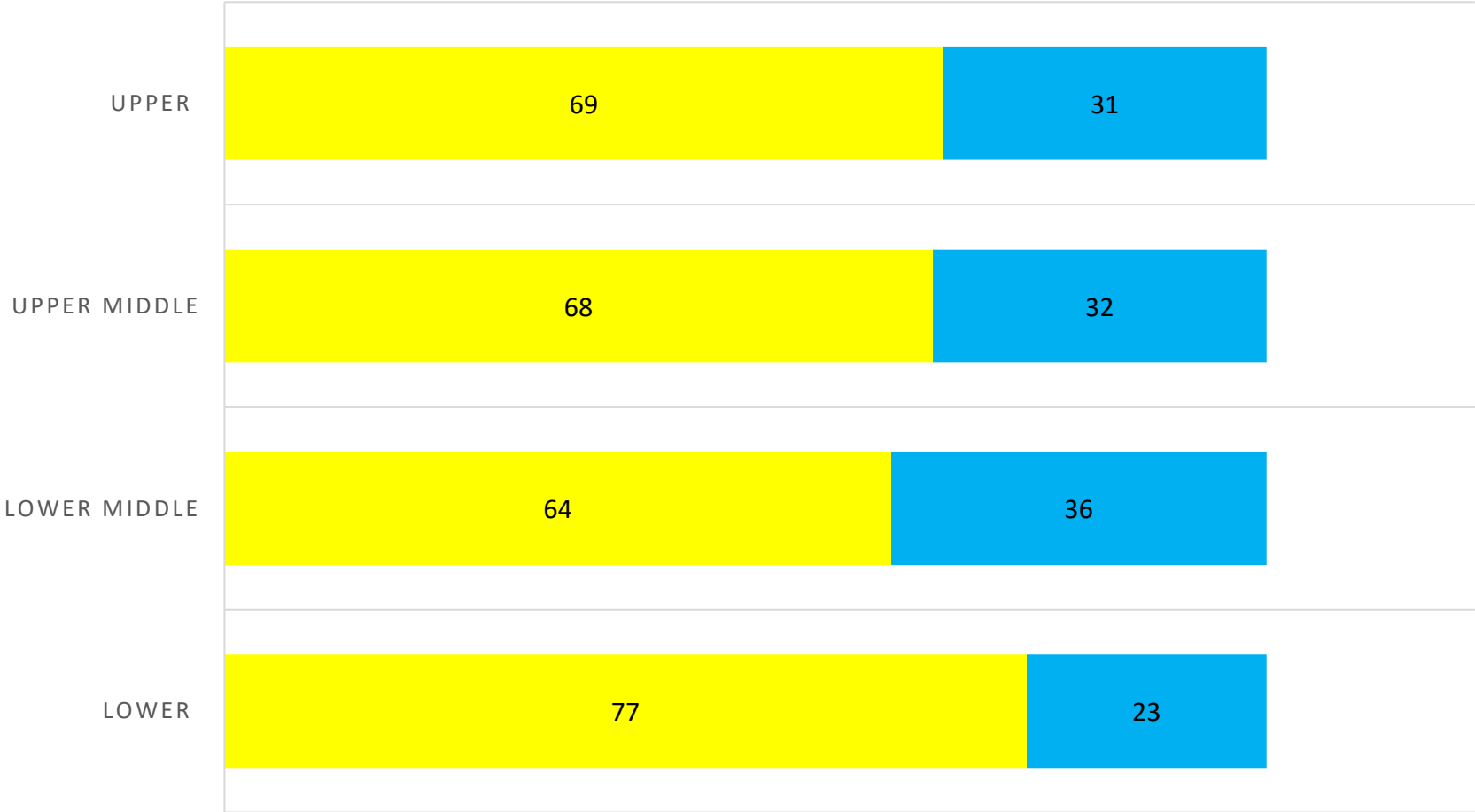
- Bright Futures is committed to monitoring and reviewing the profile of our employees to ensure we can fulfil our commitment to workforce equality.
- Regulations introduced in 2017 require public, private and voluntary sector organisations, with 250 or more employees on a specified 'snapshot date' relevant 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

| Quartile Split | Female % | No; of female employees | Male % | No; of male employees |
|-----------------------------|------------|-------------------------|------------|-----------------------|
| Upper | 69% | 58 | 31% | 26 |
| Upper Middle | 68% | 57 | 32% | 27 |
| Lower Middle | 64% | 54 | 36% | 30 |
| Lower | 77% | 65 | 23% | 19 |
| Overall Gender Split | 70% | 234 | 30% | 102 |

QUARTILE SPLIT

% Female % Male



Difference in pay

| Pay Difference | Findings |
|------------------------|----------|
| Overall Mean Pay Gap | 7.45% |
| Overall Median Pay Gap | 0.00% |

At Bright Futures our gender pay gap is 0% (median) which is lower than the national average of 15.4%.

At Bright Futures the mean average is 7.45%, against a mean nationally of 8.3% (source Office for National Statistics 2021 data).

Difference in bonus payments

| Bonus Pay | Findings |
|------------------------------|----------|
| Overall Female Split | 66.66% |
| Overall Male Split | 33.33% |
| Overall Mean Bonus Pay Gap | 9.6% |
| Overall Median Bonus Pay Gap | 10.7% |

At Bright Futures senior operational leaders (and heads of department) may be eligible for the bonus scheme.

The gender pay gap for bonus payments reflects that female employees on average (mean) are paid 9.6% more and the median gap is 10.7%.

Gender Pay Gap Summary

- No significant issues have been identified. There is a slight increase in the mean gap, and this can be identified in the upper mid quartile – the roles that particularly contribute to this figure are additional recruitment in the roles of Deputy Maintenance Managers and Teaching Assistants.
- The upper quartile suggests a higher average pay for males versus females – this is attributed to two male directors, out of a total of three directors. However, looking at the median pay in the upper quartile, there is only a very small difference.
- Bright Futures has a workforce of more female than male employees.
- The female versus male split is consistent across each quartile. The lower and lower mid quartile contain mainly the same roles and the split has fallen with a slightly higher percentage of females in the lower quartile.
- At Bright Futures the median gender pay gap is 0%, which is lower than the national average of 15.4%, this demonstrates a similar consistency across both the profile and the pay attributed to males and females.

Comparator 2021 v 2022 results

| Pay Difference | Findings |
|-----------------------------|----------|
| Overall Mean Pay Gap 2022 | 7.45% |
| Overall Median Pay Gap 2022 | 0.00% |
| | |
| Overall Mean Pay Gap 2021 | 2.78% |
| Overall Median Pay Gap 2021 | 14.38% |

The mean gender pay gap has increased (but is still lower than the national average). This is attributed to the levels in the upper mid quartile and also the upper quartile – more males, in comparison to overall males in the quartiles, are working in the roles of Deputy Manager, Deputy Maintenance Manager, Teaching Assistant and Director.

We continue to recruit for the most skilled candidate; however, we are aware of the mean pay gap. The median gender pay gap has decreased considerably – there is currently no median gap in pay in the company.

References

- <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>
- <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021#gender-pay-gap-data>