



Bright Futures

Gender Pay Gap Report – March 2024

data from April 2023

Gender Pay Gap Reporting

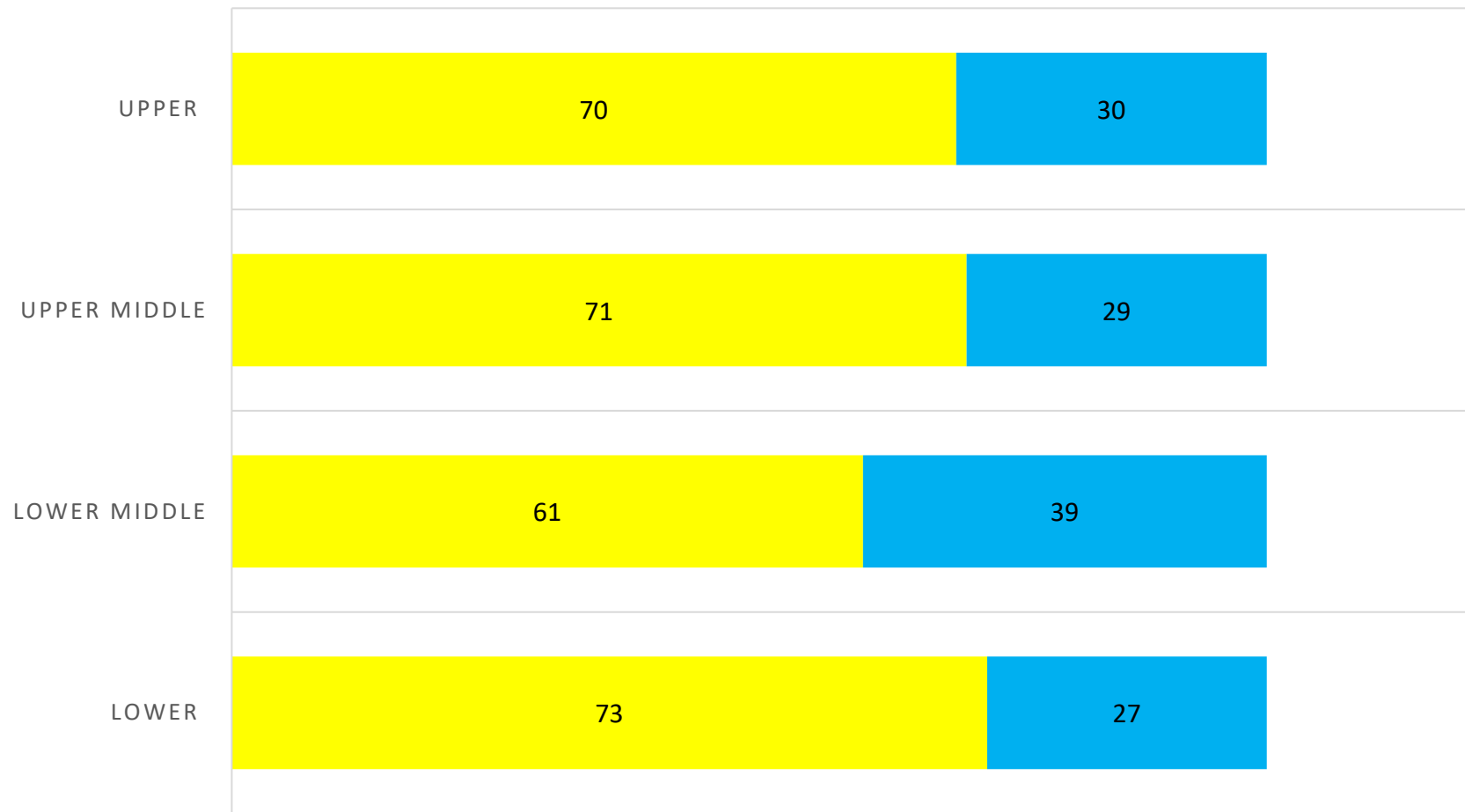
- Bright Futures is committed to monitoring and reviewing the profile of our employees to ensure we can fulfil our commitment to workforce equality.
- Regulations introduced in 2017 require public, private and voluntary sector organisations, with 250 or more employees on a specified 'snapshot date' relevant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

Quartile Split

Quartile Split	Female %	No; of female employees	Male %	No; of male employees
Upper	70%	71	30%	30
Upper Middle	71%	72	29%	29
Lower Middle	61%	62	39%	39
Lower	73%	74	27%	27
Overall Gender Split	69%	279	31%	125

QUARTILE SPLIT

■ % Female ■ % Male



Difference in pay

Pay Difference	Findings
Overall Mean Pay Gap	2.83%
Overall Median Pay Gap	-1.89%

At Bright Futures the mean average 2.83%, against a mean nationally of 7.7% (source Office for National Statistics 2023 data).

At Bright Futures our gender pay gap is -1.89%, (median) which is lower than the national average of 14.3%. This shows that the pay in the median pay is higher due to the larger number of women in the upper quartiles.

Difference in bonus payments

Bonus Pay	Findings
Percentage of Females who received a bonus	5.38%
Percentage of Males who received a bonus	7.2%
Overall Mean Bonus Pay Gap	7.6%
Overall Median Bonus Pay Gap	- 70.9%

At Bright Futures senior operational leaders (and heads of department) may be eligible for the bonus scheme. Eligible numbers has increased from 6 (in 2022) to 26 (in 2023).

The mean gender pay gap using bonus pay is 7.6%, so this is more favourable to men eligible for the bonus scheme.

The median gender pay gap using bonus pay is – 70.9%, this is more favourable to women who are eligible for the bonus scheme.

Gender Pay Gap Summary

- No significant issues have been identified and we track better than national averages in terms of mean and median pay gaps.
- 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, at the time of the data snapshot. However, looking at the median pay rates in this quartile, there is only a small difference which is actually favourable to females.
- Bright Futures has a workforce of more female than male employees.
- The female versus male split is consistent across each quartile. The lower mid quartile contains a slightly higher percentage of males than other groupings.
- At Bright Futures the median gender pay gap is 1.89%, which is lower than the national average of 14.3%, this demonstrates a similar consistency across both the profile and the pay attributed to males and females.

Comparator 2023 v 2022 results

Pay Difference	Findings
Overall Mean Pay Gap 2023	2.83%
Overall Median Pay Gap 2023	-1.89%
Overall Mean Pay Gap 2022	6.35%
Overall Median Pay Gap 2022	0.00%

The mean gender pay gap has decreased (and remains lower than the national average). We show a similar trend to the national trend in that the gap between male and female is reducing. However, our results show a more significant reduction in the gap.

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; we had no median gap in pay in the company previously and the median pay gap is now more favourable to women.

References

- <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>
- [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandproductivity/genderpaygap)