



Bright Futures

Gender Pay Gap Report – February 2025

data from April 2024

Gender Pay Gap Reporting

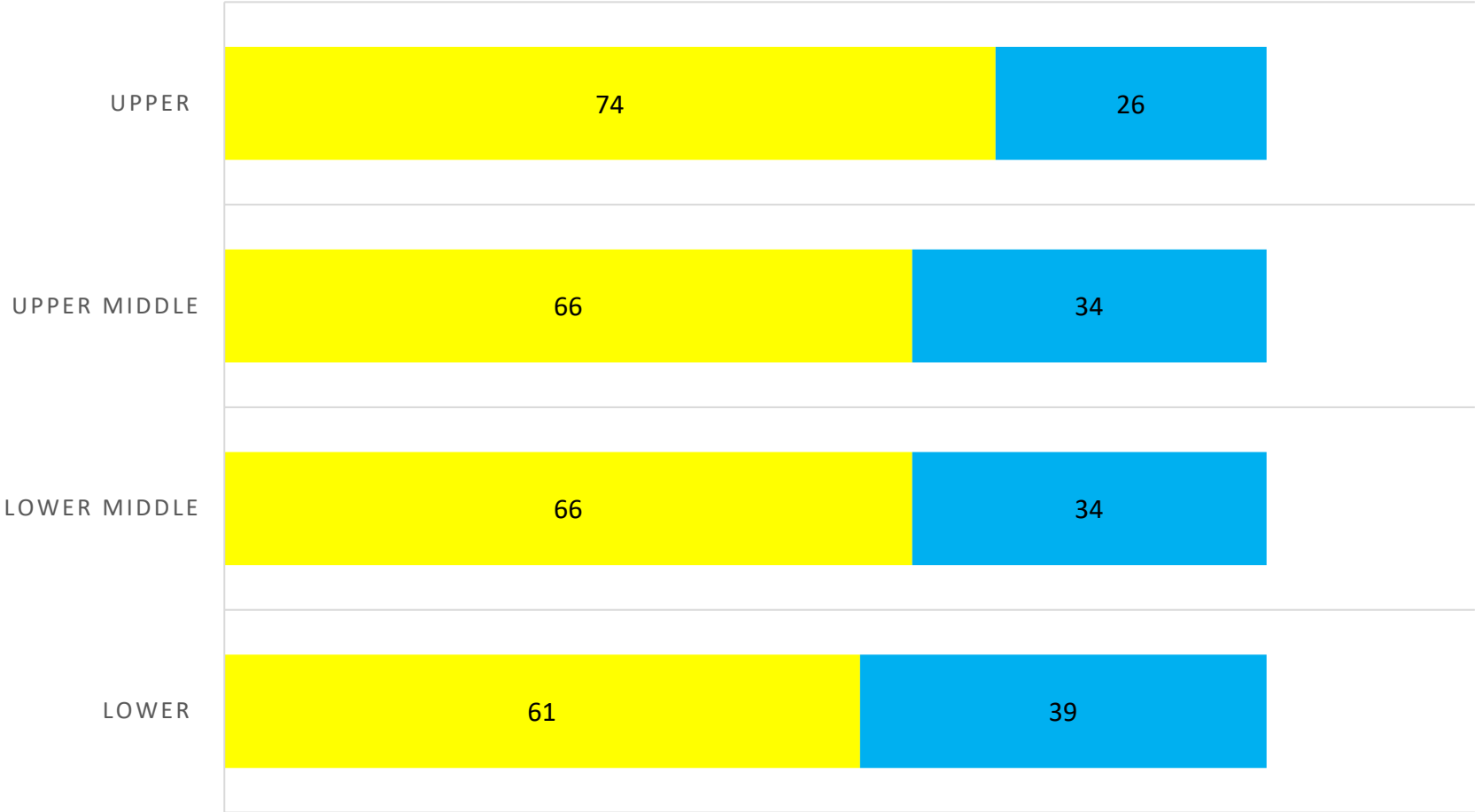
- Bright Futures is committed to monitoring and reviewing the profile of our employees to ensure we can fulfil our commitment to workforce equality.
- Regulations introduced in 2017 require public, private and voluntary sector organisations, with 250 or more employees on a specified 'snapshot date' relevant 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. A positive percentage shows that women have lower pay or bonuses than men. A negative percentage shows that men have lower pay or bonuses than women.
- Gender pay gap reporting doesn't specifically ask who earns what, but what women earn in comparison with men.

Quartile Split - Pay

Quartile Split	Women %	No. of women	Men %	No. of men
Upper	74%	106	26%	38
Upper Middle	66%	96	34%	49
Lower Middle	66%	95	34%	49
Lower	61%	88	39%	56
Overall Gender Split	67%	385	33%	192

QUARTILE SPLIT

% Women % Men



Difference in pay

Pay Difference	Findings
Overall Mean Pay Gap	-5.02%
Overall Median Pay Gap	0%

At Bright Futures, the mean average is -5.02%, against a mean nationally of 7% (source Office for National Statistics 2024 data).

At Bright Futures, our gender pay gap is 0%, (median) which is considerably lower than the national average of 13.1%.

Difference in bonus payments

Bonus Pay	Findings
Percentage of Women who received a bonus	4.25%
Percentage of Men who received a bonus	1.53%
Overall Mean Bonus Pay Gap	-113.6%
Overall Median Bonus Pay Gap	20%

At Bright Futures, senior operational leaders and heads of department may be eligible for the bonus scheme. Eligible numbers have increased from 26 (in 2023) to 34 (in 2024).

The mean gender pay gap using bonus pay is -113.6%, so this is more favourable to women eligible for the bonus scheme.

The median gender pay gap using bonus pay is 20%, this is more favourable to men 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. This recognises our inclusive culture where we believe that everyone should be rewarded and recognised fairly for their contribution and has equal access to opportunities for their personal growth and development.
- Bright Futures has a workforce of more women than men.
- The women versus men split is fairly consistent across each quartile, however there are more women in the upper quartile.
- At Bright Futures, the median gender pay gap is 0%, which is very positively lower than the national average of 13.1%, this demonstrates a similar consistency across both the profile and the pay attributed to males and females.

Comparator 2024 v 2023 results

Pay Difference	Findings
Overall Mean Pay Gap 2024	-5.02%
Overall Median Pay Gap 2024	0%
Overall Mean Pay Gap 2023	2.83%
Overall Median Pay Gap 2023	-1.89%

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 men and women is reducing. However, our results show a much more significant reduction in the gap and the mean pay is more favourable to women.

We continue to recruit for the most skilled candidate. The median gender pay gap has decreased to zero; the median pay gap in the company is now neutral and no longer more favourable to women.

References

- [Report your gender pay gap data - GOV.UK](#)
- [Gender pay gap in the UK - Office for National Statistics](#)