



Gender Pay Gap Report – June 2026

Data from April 2025

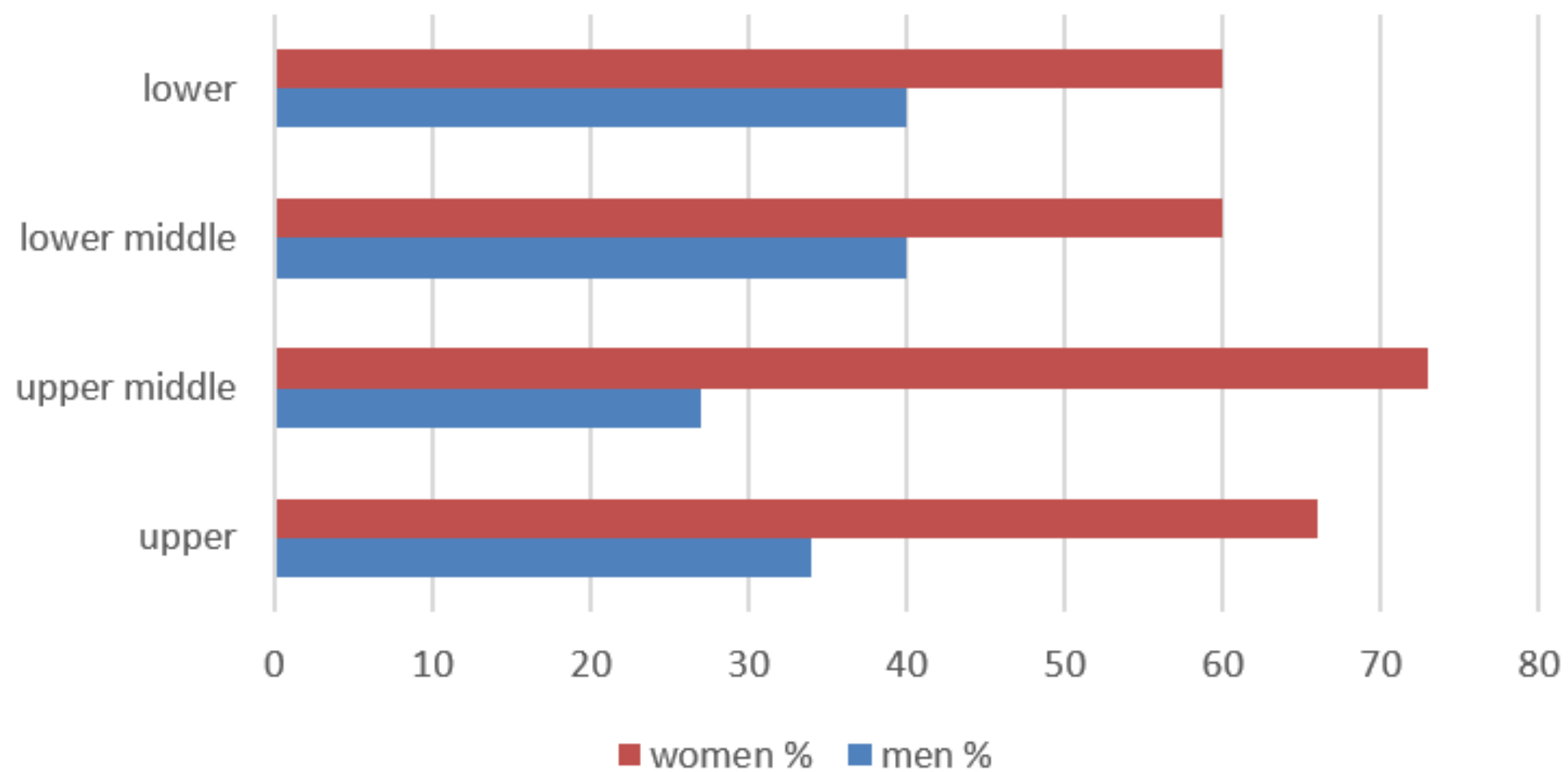
Gender Pay Gap Reporting

- 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	66%	80	34%	41
Upper Middle	73%	89	27%	33
Lower Middle	60%	73	40%	49
Lower	60%	73	40%	49
Overall Gender Split	65%	315	35%	172

Quartile Split



Difference in pay

Pay Difference	Findings
Overall Mean Pay Gap	-5.43%
Overall Median Pay Gap	0%

At Bright Futures, the mean average is -5.43%, against a mean nationally of 7% (source Office for National Statistics 2025 data).

At Bright Futures, our gender pay gap is 0%, (median) which is considerably lower than the national average of 6.9% for 2025.

Difference in bonus payments

Bonus Pay	Findings
Percentage of Women who received a bonus	5.7%
Percentage of Men who received a bonus	5.26%
Overall Mean Bonus Pay Gap	0.5%
Overall Median Bonus Pay Gap	50%

At Bright Futures, these figures constitute any employees who received a bonus during the period May 2024 to April 2025 for those who are eligible for the bonus scheme. Eligible numbers have increased from 34 (in 2024) to 35 (in 2025).

The mean gender pay gap using bonus pay is 0.5% meaning this is slightly more favourable towards men.

The median gender pay gap using bonus pay is 50%, 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, which is a split of 315 women compared to 172 men.
- The upper and upper middle remain highest for women then men.
- Although more bonuses have been paid to women, men have received higher bonus payments.
- Following the guidance issued, the figures and data in this report do not include employees who have been on any form of statutory leave i.e. sickness, maternity, paternity, adoption etc

Comparator 2025 v 2024 results

Pay Difference	Findings
Overall Mean Pay Gap 2025	-5.43%
Overall Median Pay Gap 2025	0%
Overall Mean Pay Gap 2024	-5.02%
Overall Median Pay Gap 2024	0%

Bright Futures mean gender pay gap moved from **-5.02% in 2024 to -5.43% in 2025**, a small change of **0.41 percentage points**. The negative figure means the mean pay gap remains favourable to women.

The median gender pay gap remained unchanged at **0%** in both 2024 and 2025, meaning median pay is balanced between men and women.

Overall, the results remain strong and continue to compare favourably with national benchmarks.

References

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