



# The Swan Trust Gender Pay Gap Report 2023

## Background

The Equality Act 2010 Regulations 2017 requires that employers with a headcount of 250 or more employees, in England, Wales and Scotland on 31 March (Public Authorities) must publish their gender pay gap information.

This information includes the following:

1. Mean Gender Pay Gap
2. Median Gender Pay Gap
3. Mean Bonus Gender Pay Gap
4. Median Bonus Gender Pay Gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile band
7. A written statement, authorised by the appropriate senior person, which confirms the accuracy of their calculations.

## Snapshot Date – 31 March 2023

Total number of Active Full -pay employees	<b>383</b>
Total Male Active Full -pay employees	<b>31</b>
Total Female Active Full -pay employees	<b>352</b>

The Gender Pay Gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings.

## Mean & Median Gender Pay Gap

### Formula (expressed as a percentage):

$$\frac{(\text{Mean/Median Hourly Rate} - \text{Men}) - (\text{Mean/Median Hourly Rate} - \text{Women})}{\text{Mean/Median Hourly Rate} - \text{Men}}$$

Mean/Median Hourly Rate – Men

	Mean Pay	Median Pay
Male	16.19	14.97
Female	15.04	10.79
<b>Gap</b>	<b>7.1%</b>	<b>27.9%</b>

## Mean & Median Bonus Gender Pay Gap

No bonuses were paid therefore no Gap to be calculated.

## Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees	Nil
Female employees	Nil

No Bonuses were paid to male or female staff.

## Proportion of males and females in each quartile band

This calculation shows the proportions of male and female full –pay relevant employees in 4 quartile bands.

	Q1	Q2	Q3	Q4
Male	10.4%	0%	13.5%	8.4%
Female	89.6%	100%	86.5%	91.6%