



The SWAN Trust - Gender Pay Gap Report 2024

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 2024

Total number of Active Full -pay employees	538
Total Male Active Full -pay employees	33
Total Female Active Full -pay employees	505

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):

(Mean/Median Hourly Rate- Men) – (Mean/Median Hourly Rate- Women)

Mean/Median Hourly Rate – Men

	Mean Pay	Median Pay
Male	23.51	18.00
Female	20.21	13.23
Gap	14%	26.5%

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 - Lower	Q2	Q3	Q4 - Upper
Male	8.09%	0.73%	8.03%	10.29%
Female	91.91%	99.27%	91.97%	89.71%