



The SWAN Trust - Gender Pay Gap Report 2025

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 2025

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Total number of Active Full -pay employees	614
Total Male Active Full -pay employees	39
Total Female Active Full -pay employees	575

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):

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

Mean/Median Hourly Rate – Men

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	Mean Pay	Median Pay
Male	24.7623	18.46
Female	21.1051	13.85
Gap	14.7692%	24.9729%

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.

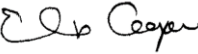
Proportion of males and females in each quartile band

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

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	Q1	Q2	Q3	Q4
Male	3.5714%	5%	7.1429%	9.3525%
Female	96.4286%	95%	92.8571%	90.6475%

I confirm that the gender pay gap information and data provided in our Gender Pay Gap Report for the reporting year 2025 is accurate.

Signed: 
Elaine Cooper
CEO
The SWAN Trust

Date: 03rd March 2025