

Brandon

Live free

the learning disability charity

www.brandontrust.org



Brandon Trust Gender Pay Gap Report 2024-25



Introduction

Brandon Trust is a registered charity providing individualised support to adults, young people and children with a learning disability or autism.

We believe that everyone should be free to live their life in the way they choose, and our job is to support them to make this happen.

At Brandon, we are committed to creating an equitable, diverse, and inclusive workplace.

Our mission is to empower individuals with learning disabilities and autism, and this extends to ensuring fairness within our own workforce.

As part of our commitment to transparency, we present this Gender Pay Gap Report, outlining pay distribution, workforce demographics, and key areas for action to maintain and improve gender equity.



Report highlights



Total
Employees
2,297

Mean Gender Pay Gap
Women earn 2.70%
more than men

Male
Employees
651 (28.3%)



Median Gender Pay Gap
Women earn 2.09%
less than men



Female
Employees
1,646 (71.7%)

Bonus Gender Pay Gap
No bonuses received



The Mean Pay Gap

The mean (average) hourly pay for women at Brandon Trust is 2.70% higher than men's, reflecting a higher proportion of women in senior roles.

- Mean Hourly Pay for Men: £13.00
- Mean Hourly Pay for Women: £13.35

The Median Pay Gap

The median pay gap compares the middle earnings point for men and women. At Brandon, men earn 2.09% more than women at this level, suggesting a higher concentration of men in mid-tier roles.

- Median Hourly Pay for Men: £12.27
- Median Hourly Pay for Women: £12.01

Summary

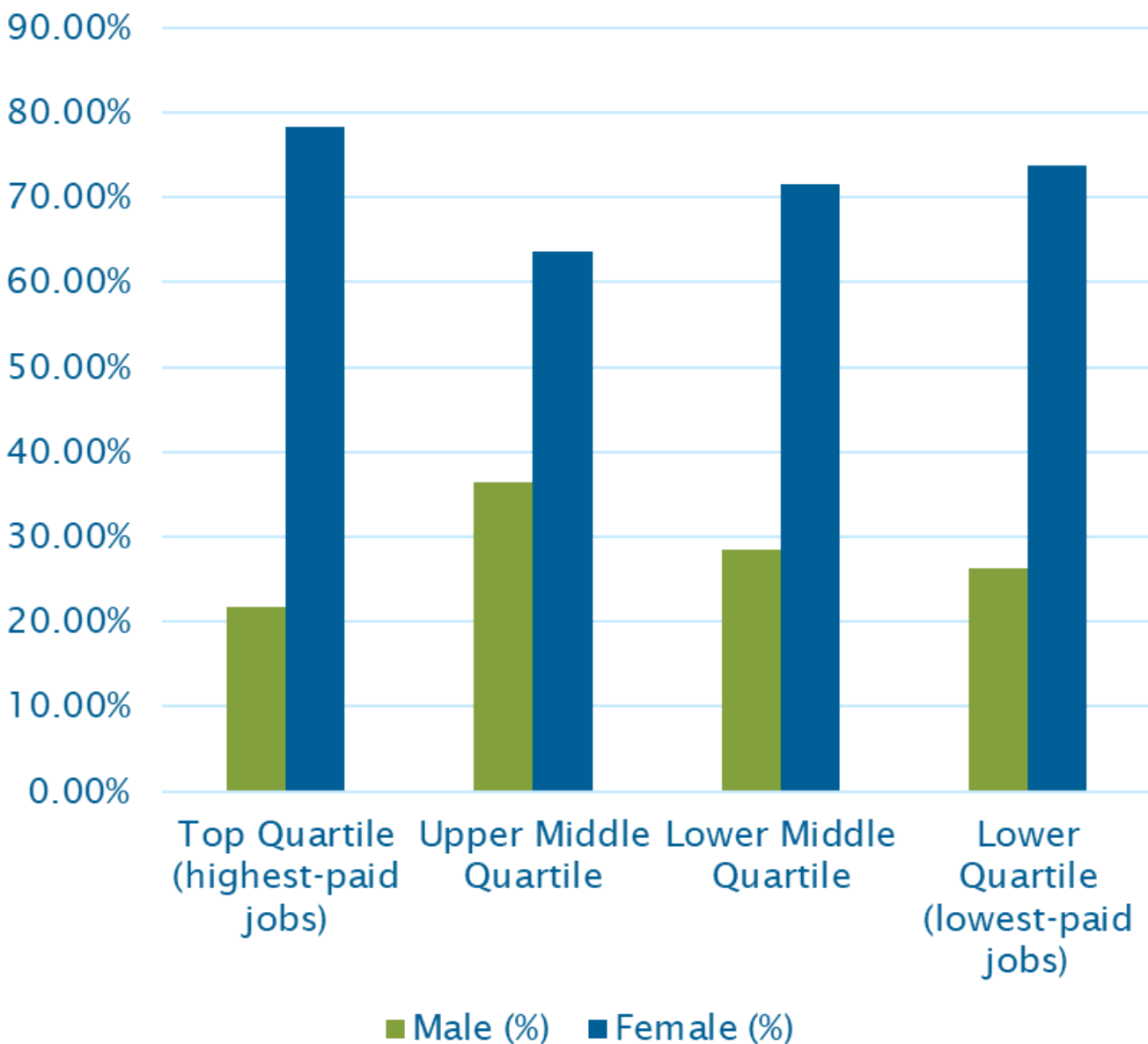
This reflects a shift from last year, when the median gender pay gap was 0%. While the overall pay distribution remains balanced, the increase in the median gap in favour of men highlights an area for further analysis, particularly in mid-tier roles.

Pay quartiles

Brandon's gender distribution is consistent across all pay quartiles, with women representing the majority at every level.

While women are well-represented in senior roles, the increase in the median pay gap suggests a slight shift in mid-tier role distribution.

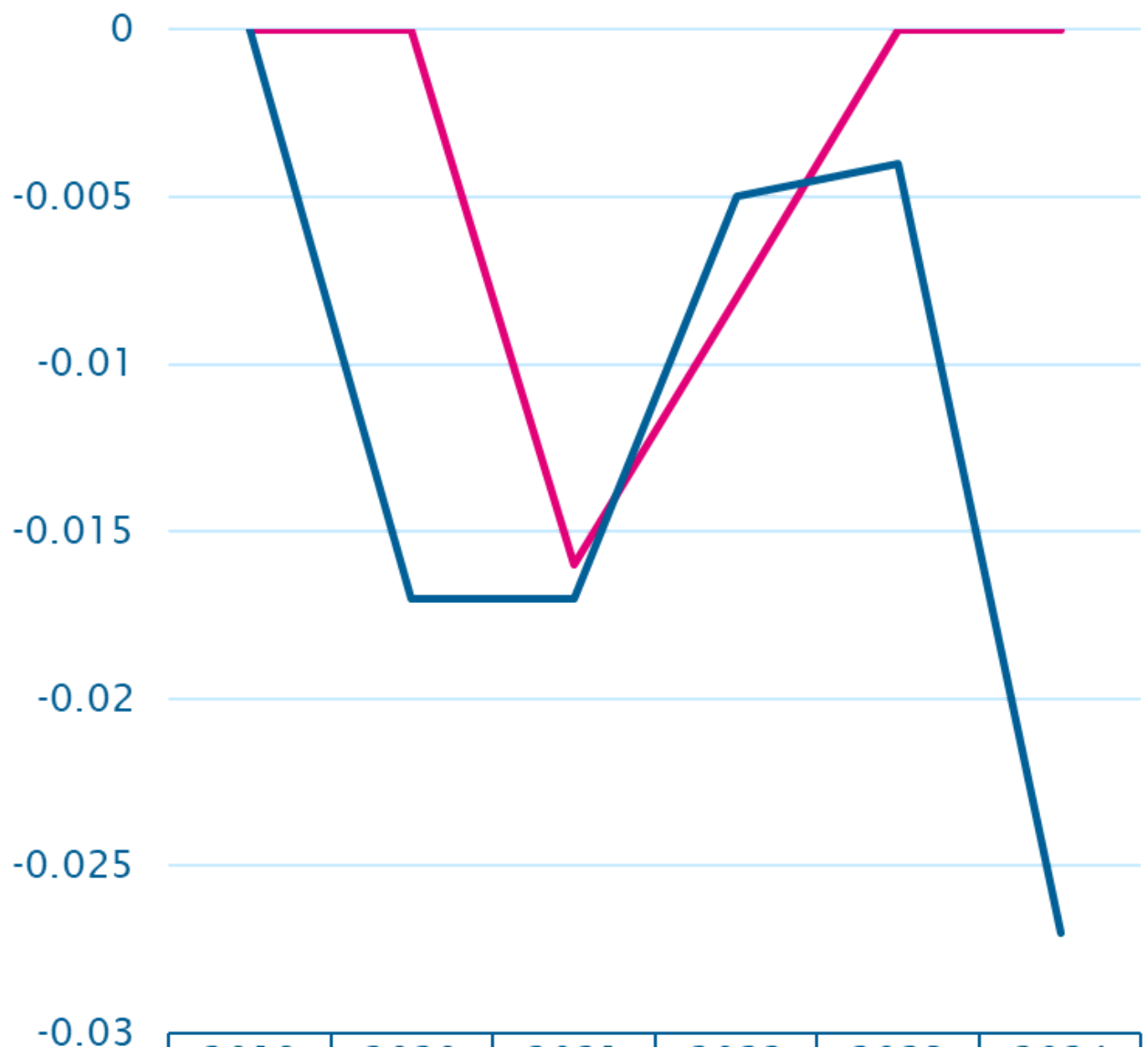
This presents an opportunity to review progression pathways and leadership development to ensure equity across all levels.



Year-on-year analysis

Our gender pay gap has fluctuated over the past six years.

This trend suggests our mean gender pay gap remains relatively stable, but the median pay gap has shifted from neutral (2023) to favouring men (2024), reinforcing the need for focused interventions at mid-tier levels.



	2019	2020	2021	2022	2023	2024
Median Pay Gap	0	0%	-1.60%	-0.80%	0%	0
Mean Pay Gap	0	-1.70%	-1.70%	-0.50%	-0.40%	-2.70%



Strategic Insight and Next Steps

Pay Framework and Transparency

- Implementing a comprehensive pay framework in 2026 to support long-term pay harmonisation.
- Aligning competencies, behaviours, and performance frameworks throughout 2025.

Strengthening Equity, Diversity and Inclusion (EDI)

- Tackling unconscious bias in recruitment and promotions.
- Enhancing policies supporting work-life balance and flexible working, which are key drivers of gender equity

Leadership Development and Career Progression

- Strengthening pathways for mid-tier female employees to advance into leadership.
- Expanding mentoring and sponsorship programs to support career growth.

Addressing Systemic Barriers

- Reviewing role distribution and pay structures to ensure equity.
- Identifying why fewer women are now in upper-middle quartile roles compared to previous years.



Conclusion

Brandon's gender pay gap data compares favourably with the sector. The small median pay gap shift highlights areas for action. Our focus remains on:

- Ensuring equitable career progression
- Enhancing leadership opportunities
- Driving transparency in pay structures
- Ensuring we continue to drive all equity, diversity and inclusion initiatives to ensure fairness for all.

With ongoing work in leadership development, systemic barrier removal, and pay harmonisation, Brandon remains committed to maintaining its position as an inclusive, equitable employer.

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