

One Fylde Gender Pay Gap Report 2023

Introduction

One Fylde is a local charity, based on the Fylde Coast, providing person-centred support for people with learning disabilities and autism in Blackpool, Wyre and Fylde.

The following report has been produced in compliance with the Equal Pay Act 2010 (Gender Pay Gap Information) regulations and provides our results of the statutory calculations based on the snapshot date of 5 April 2023. These compare the average hourly earnings of female workers in comparison with the average hourly earnings of male workers regardless of roles.

Gender Pay Gap Calculations Results

Mean Gender Pay Gap	-5% (lower men)
Median Gender Pay Gap	0%
Mean Bonus Pay Gap	0%
Median Bonus Pay Gap	0%

Percentages of women and men in each quartile

Pay Quartiles	Women	Men
Quartile 1 (Upper)	61.90%	38.10%
Quartile 2 (Upper middle)	66.67%	33.33%
Quartile 3 (Lower middle)	69.84%	30.16%
Quartile 4 (Lower)	58.46%	41.54%

Narrative

We are pleased that the data shows that our average (median) gender pay is 0%. We continue to have a high proportion of staff who are female across the organisation, and this shows in all the Quartiles.

Tracey Bush
CEO

March 2024