

One Fylde Gender Pay Gap Report 2024

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 2024. One Fylde, an organisation that employs over 250 people, is required to publish specific information relating to gender pay roles. These compare the average hourly earnings of female workers in comparison with the average hourly earnings of male workers regardless of roles.

The results below relate to the 5th April 2024 during which there were 325 pay relevant employees, 66% of whom were female and 34% male.

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%

Note, occupations such as care where women are overrepresented typically produce lower pay gaps.

“As an organisation, we ensure staff are not discriminated against based on gender. Pay rates are determined by job evaluation.

We recognise that part time work is a factor that impacts more on female staff. In the upper quartile of pay across the charity, females account for 72% of staff; an 8% over representation of females compared to 66 of the total workforce being female.

Similarly, females account for 62% of staff in the lower quartile of pay across the charity; a 4% under representation of females compared to 66% of the total workforce being female.

The charity reviews pay on an annual basis with consideration given to minimising the gender pay gap. From April 2024, an equality impact assessment of the charity’s pay recommendations will be undertaken to ensure decisions minimise any inequality across the charity.”