

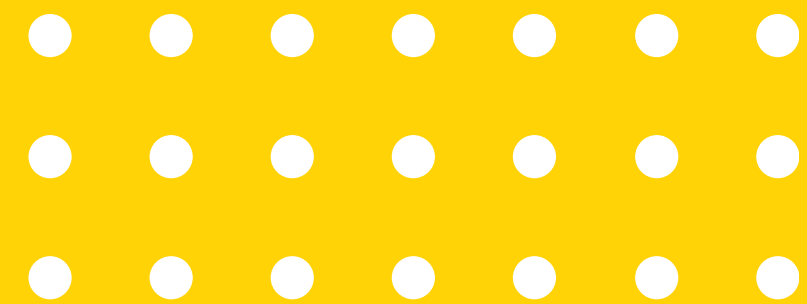
Gender Pay Gap Report 2025-2026

April 2026

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



Supporting people to live their best lives



One Fylde's Gender Pay Report 2025/26

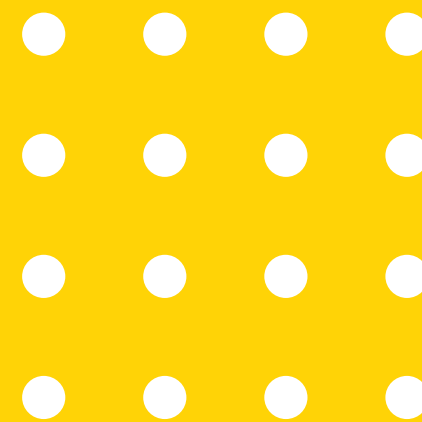
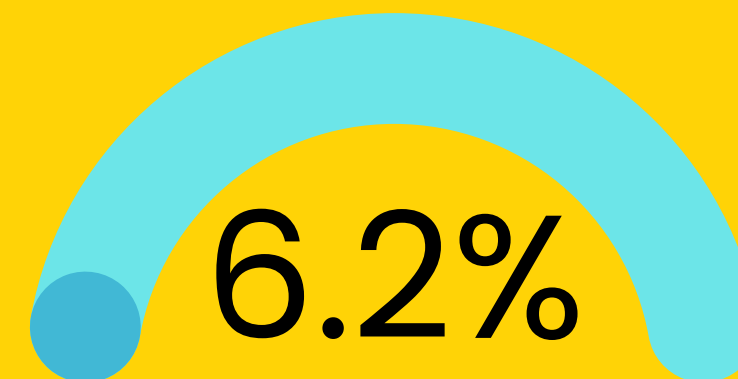
The following report has been produced in compliance with the **Equal Pay Act 2010 (Gender Pay Gap Information)** regulations and provides our results of the statutory calculations based on the snapshot date of **5th April 2025**. One Fylde, an organisation that employs over **300** people, is required 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 2025** during which there were **300** pay relevant employees, **60%** of whom were female and **40%** male.

Gender Pay Gap Calculations Results

Mean Gender Pay Gap	6.19% (females paid more)
Median Gender Pay Gap	4% (females paid more)
Mean Bonus Pay Gap	N/A
Median Bonus Pay Gap	N/A

Mean Gender Pay Gap



More Information

Percentages of women and men in each quartile

Pay Quartiles	Women	Men
Quartile 1 (Upper)	66.67%	33.33%
Quartile 2 (Upper middle)	70.67%	29.33%
Quartile 3 (Lower middle)	58.67%	41.33%
Quartile 4 (Lower)	60%	40%

“At One Fylde, we are passionate about creating a fair and inclusive workplace where gender never stands in the way. Every pay rate is carefully determined through rigorous job evaluation, ensuring equal treatment for all our staff members. We also acknowledge that part-time roles tend to affect female colleagues more significantly, and we’re committed to addressing this challenge head-on.

Our dedication to equality shines through the numbers: women make up two-thirds of our team in the highest pay bracket, with 66.67% represented in the upper quartile.

Likewise, women comprise 60% of our staff in the lowest pay quartile, demonstrating our broad commitment to gender representation at all levels.

To keep our promise of fairness, we review pay every year, with particular care taken to close the gender pay gap. From April 2026, our pay recommendations will undergo a thorough equality impact assessment, helping us ensure that every decision actively minimises any inequality across the charity.”

Tracey Bush CEO, One Fylde
April 2026