

GENDER PAY GAP REPORT

2025

1. INTRODUCTION

We are committed to fairness and transparency in pay across our organisation. This report sets out our gender pay gap figures, bonus distribution, and the proportion of men and women across pay bands. It also provides context on gender representation within the outdoor education sector.

2. GENDER PAY GAP FIGURES

- **Mean Gender Pay Gap:** 4.85%
- **Median Gender Pay Gap:** 7.35%

On average, men earn slightly more than women across the organisation. We are confident that the men and women are paid the same for similar roles.

3. BONUS PAY GAP

- **Mean Bonus Gender Pay Gap:** 33.48%
- **Median Bonus Gender Pay Gap:** 56%

Bonus payments show a greater variation between genders compared to basic pay. It should be pointed out that although these reported percentages seem large, in actual monetary terms the gap is quite small. The figures above are skewed by the small numbers of the workforce that may receive a bonus.

4. PROPORTION RECEIVING A BONUS

- **Male:** 4.7%
- **Female:** 13.9%

A higher proportion of women received a bonus compared to men during the reporting period.

5. GENDER DISTRIBUTION BY PAY BAND

- **Band A:** Female 57.3%, Male 42.6%
- **Band B:** Female 28.3%, Male 71.7%
- **Band C:** Female 31.4%, Male 68.6%
- **Band D:** Female 48.3%, Male 51.7%

Women are more represented in Band A, while men dominate Bands B and C. Band D is relatively balanced.

6. WHAT THESE FIGURES MEAN

Our overall pay gap is relatively small, but the bonus gap is larger. Representation in higher-paying roles influences these figures.

In our sector (Outdoor Education), the gender split is approximately 75% male and 25% female. While this is gradually changing, it means there is currently a larger proportion of men qualified for certain roles. Thanks, in a large part to our **Women in Leadership** initiative, this gap has been reducing steadily over within the Trust over the past five years.

It's important to note that this data is a snapshot in time. As a relatively small organisation, figures can vary significantly from year to year.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, it reflects the different roles men and women hold, and those roles have different salary levels

7. WIDER CONTEXT

Across the UK economy, men are more likely than women to be in senior roles (especially at the top of organisations), which tend to attract higher pay. In this, we differ from the UK economy in a positive way, we are delighted that in our highest-paid quartile, we have similar numbers of men and women.

In the UK, women are still more likely to have career breaks, for example to raise children, and to work part-time. Many part-time roles available in the UK are relatively low paid. This is reflective of what we see within our organisation, with a higher number of women in hospitality and housekeeping roles, which are more generally, lower paid roles and or part-time positions.

8. HOW DO WE COMPARE?

According to the October 2025 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE):

- **Mean gender pay gap for the whole economy:** 13.4%
- **Median gender pay gap for the whole economy:** 12.8%

Our mean gender pay gap of **4.85%** and median gap of **7.35%** are significantly lower than both the national average.

We will continue to ensure parity, fairness, and consistency with regard to pay, regardless of gender.

Phillipa Morley - Head of People
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