Gender Pay Gap Report 2024

As an employer with over 250 employees, The Forge Trust are required to report details of any gender pay gap under the Equality Act 2010. This involves carrying out an analysis of pay across the Trust to calculate the difference between the earnings of men and women.

A snapshot of pay data was taken on the 31st March 2024 which identified 345 full – pay relevant employees and, using this the following calculations were made:

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	38%	42%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	We don't pay bonus	We don't pay bonus

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	We don't pay bonus
Female employees (% paid a bonus compared to all female employees)	We don't pay bonus

Proportion of male and female employees according to quartile pay bands	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	**3%**	**2%**	**7%**	**27%**
Female (% females to all employees in each quartile)	**97%**	**98%**	**93%**	**73%**

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: S Trentini Date: 17/03/2025

Status/position: Chair of Trustees

OPTIONAL SUPPORTING NARRATIVE

The mean and median pay gap figures reported above is reflective of the higher proportion of females employed across the trust and most of the lower graded roles offering part time positions filled by females.

We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.