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East Lancashire
Learning Group

GENDER PAY GAP REPORT 2025

March 2026



BACKGROUND

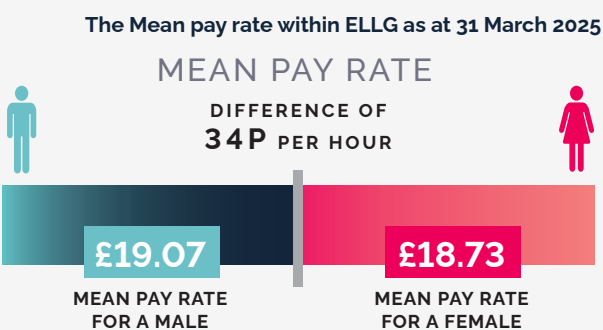
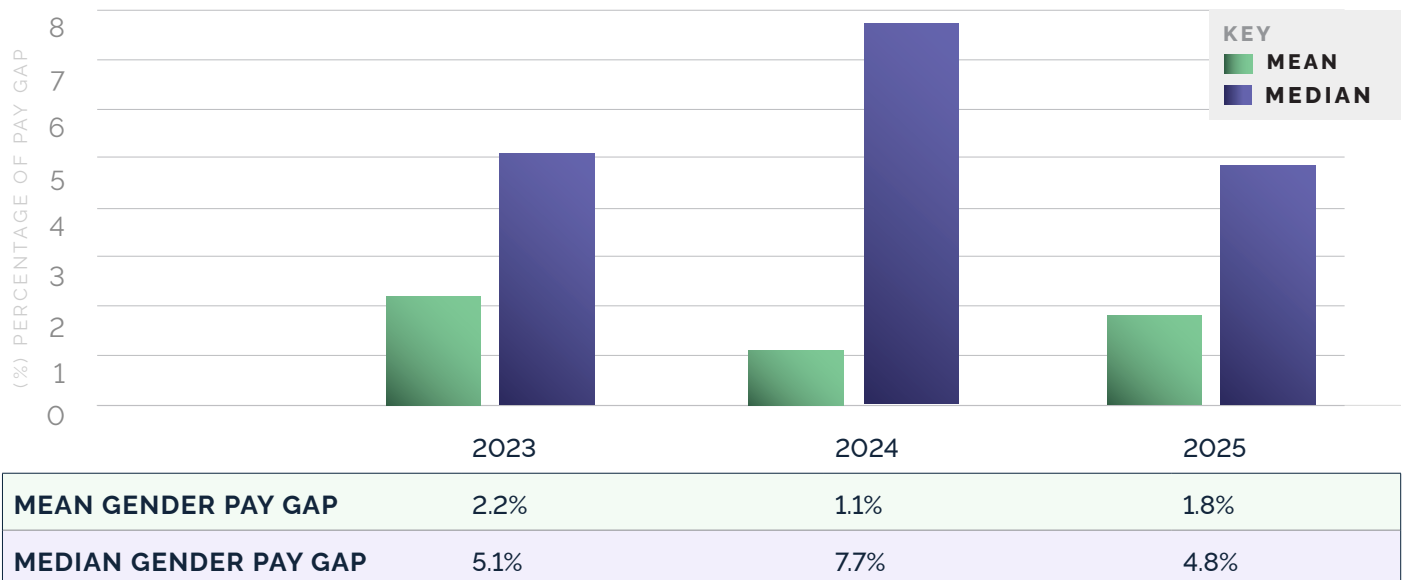
Employers with **250** or more employees are required to publish data in relation to the gender pay gap.

This report provides the relevant information for East Lancashire Learning Group (ELLG); the information contained within this report is as at **31 March 2025**.

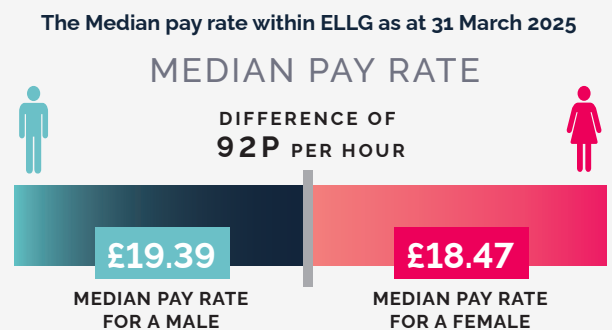
It is useful to note that gender pay gap is not the same as equal pay; the latter refers to the difference between men and women's pay for doing the same or similar work, whereas the gender pay gap relates to the difference calculated between men and women's average earnings, irrespective of their role.

PAY GAP DATA

The gender pay gap data for **ELLG** shows:



(The mean calculation shows the difference between the mean average hourly rate for male and female employees. Mean averages place the same value on every rate considered, giving a good overall indication of the gender pay gap).



(The median calculation shows the difference between the median hourly rate for male and female employees. Median averages are useful to indicate what the 'typical' situation is).

GENDER SPREAD PER QUARTILE

The Graph below shows a breakdown of the proportion of **MALE** and **FEMALE** employees in each of the four pay band quartiles:

Total Full Pay Relevant Employees

Total Employees **527**



Men **168**

Females **359**

Lower Quartile

Total Employees **132**



Men **41**

Females **91**

Lower Middle Quartile

Total Employees **132**



Men **35**

Females **97**

Upper Middle Quartile

Total Employees **132**



Men **40**

Females **92**

Upper Quartile

Total Employees **131**



Men **52**

Females **79**

EMPLOYEE BONUSES

The gender pay gap reporting regulations also require employers to report on the proportion of male and female employees receiving bonuses, and to calculate the mean and median gender pay gap in relation to bonus payments.

As no bonuses were payable to any employees during the reporting window, values for both the mean and median bonus pay gaps are nil.

Please note - the above results refer to staff employed by East Lancashire Learning Group at the snapshot date (31 March 2025).