



Forest of
Dean Trust

Gender Pay Gap Report 2025

Document name	Gender Pay Gap Report
Snapshot date	31st March 2025
Owner	HTu
Reviewed and approved by	Trustees

Background

The gender pay gap reporting duty for public-sector employers in England is set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31st March 2017. From this date, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. Employers are to publish:

- the difference in mean and median pay between male and female employees;
- the difference in mean and median bonus pay between male and female employees and the proportions of male and female employees who were paid bonus pay; and
- the proportions of male and female employees in each quartile of their pay distribution.

The figures must be calculated using a specific reference date - this is called the "snapshot date". The snapshot date each year is:

- 31st March for public sector organisations (this is the FODT's snapshot date)
- 5th April for businesses and charities

Organisations must publish within a year of the snapshot date. Businesses and charities must publish by 4th April each year. Public sector organisations must publish by 30th March each year. Organisations can publish their data any time before the deadline.

This is the first year that FODT has had more than 250 employees on the snapshot date and is the first year of reporting such data.

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	32.7%	52%

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	0%	0%

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)	0%

Female employees (% paid a bonus compared to all female employees)	0%
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Proportion of male and female employees according to quartile pay bands

	Lower pay quartile	Lower middle pay quartile	Upper middle pay quartile	Upper pay quartile
Male (% males to all employees in each quartile)	6%	11%	29%	38%
Female (% female to all employees in each quartile)	94%	89%	71%	62%

Declaration

I confirm that the above information has been prepared using our payroll data on the snapshot date and fairly represents the Gender Pay Gap for the Forest of Dean Trust as at 31st March 2025.



Hannah Tufnell
Administrative Officer and Clerk to the Board of Trustees
For and on behalf of Forest of Dean Trust