



1st Enable Ltd
Gender Pay Gap Report
Reporting year, 2025/26 (snapshot date 5 April 2025)

Introduction

At 1st Enable Ltd, we are committed to building a fair, inclusive workplace. This report sets out our gender pay gap figures as at the snapshot date **of 5 April 2025**, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

It is important to note that the gender pay gap is different from equal pay. Equal pay is about ensuring men and women are paid the same for the same or equivalent work; the gender pay gap measures the difference in average earnings between all men and all women across the organisation, regardless of role or seniority.

Our mean gender pay gap is -0.71%, and our median gender pay gap is 0.0%

Declaration

I confirm that the data and information contained within this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

Jeff Dawson

CEO

Date: 7th October 2025

Our Gender Pay Gap Figures

Hourly pay and bonus pay gap

Metric	Men	Women	Gap
Mean hourly pay	12.59	12.68	-0.71%
Median hourly pay	12.00	12.00	0.00%
Mean bonus pay	0.00	0.00	0.00%
Median bonus pay	0.00	0.00	0.00%
Proportion receiving a bonus	0	0	—

Pay quartiles

The pay quartiles show the proportion of men and women in each of four equally sized pay bands, from lowest to highest paid.

Pay quartile	Men	Women
Upper quartile	25.77%	74.23%
Upper-middle quartile	28.87%	71.13%
Lower-middle quartile	25.77%	74.23%
Lower quartile	25.00%	75.00%

Understanding Our Gap: Context and Drivers

Our results show that pay is broadly balanced between women and men at 1st Enable Ltd. Women's mean hourly pay was £12.68, compared with £12.59 for men. This produces a mean gender pay gap of -0.71%, meaning that women's average hourly pay was £0.09 higher than men's. Median hourly pay was £12.00 for both women and men, resulting in a median gender pay gap of 0.00%.

Women make up between 71.13% and 75.00% of employees in each pay quartile, reflecting the profile of our workforce. Female representation is consistent across all four quartiles and is almost the same in the upper and lower pay bands: women account for 74.23% of the upper quartile and 75.00% of the lower quartile. This indicates that women are represented throughout the pay distribution rather than being concentrated in the lowest-paid roles.

The small difference in mean hourly pay is likely to reflect the mix of roles and pay points held by women and men at the snapshot date within the various services eg: some services can only be supported by women due to complexities these services have a slightly different pay rate. Unlike the median, the mean can be affected by a relatively small number of employees in higher- or lower-paid posts, particularly where one gender forms a smaller proportion of the workforce. No employees received bonus pay during the reporting period, so bonus payments did not contribute to the result.

We are encouraged by these figures, while recognising that a gender pay gap analysis is not the same as an equal pay review and cannot, on its own, demonstrate that every individual pay decision is fair. We will continue to examine pay by role, grade and working arrangement, use objective and consistent pay-setting processes, and investigate any unexplained differences.

Proposed Actions

During the coming year, we will build on this position by completing a role and grade-level review of pay, including starting salaries, pay points, allowances and access to additional paid responsibilities. We will also review salary bands and approval arrangements so that pay decisions continue to be based on clear, objective criteria and any exceptions are recorded and appropriately authorised.

We will improve our workforce insight by monitoring recruitment, starting pay, progression, development, flexible working and leaver information by gender. Vacancies and development opportunities will continue to be advertised transparently and supported by structured selection methods. This will help us identify any emerging patterns or barriers and take proportionate action where needed.

Our Commitments Going Forward

A pay gap close to zero is positive, but it is not a reason for complacency. We are committed to maintaining fair and transparent pay and to strengthening the evidence that informs our annual review.

- **Within three months**, HR will complete and document a role and grade-level equal pay review and investigate any unexplained differences.
- **Within six months**, we will review salary bands, allowances and pay approval arrangements to confirm that objective criteria are documented and applied consistently.
- **Each quarter**, HR and the senior leadership team will review relevant workforce information by gender and record any actions required.
- **Before the next reporting cycle**, we will compare our results year on year and provide an assurance update to the appropriate governance body.

Progress will be overseen by HR and the senior leadership team. We will measure delivery against the commitments above, seek to maintain a median pay gap at or near zero, ensure that material pay exceptions have a documented objective rationale, and respond promptly to any equal pay concerns identified. We will report on progress and outcomes in our next gender pay gap publication.

Methodology

- Snapshot date used: 5 April 2025
- Definition of 'ordinary pay' used, and any pay elements included/excluded
- Any exclusions applied, e.g. employees on reduced-pay leave excluded from pay (but not bonus) calculations

This report is published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is available at www.1stenable.co.uk and on the government's gender pay gap service.