1st Enable Ltd
Delivering on your potential

1st Enable Ltd

Gender Pay Gap Report

Reporting year - snapshot date 5 April 2026

Introduction

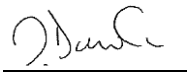
At 1st Enable Ltd, we are committed to building a fair, inclusive workplace. This report sets out our gender pay gap figures as at the snapshot date of 5 April 2026, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 -2.94%, 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: 

CEO

Date: 23/10/2026

Our Gender Pay Gap Figures

Hourly pay and bonus pay gap

Metric	Men	Women	Gap
Mean hourly pay	13.04	13.41	-2.94%
Median hourly pay	12.60	12.60	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	14.89%	85.11%
Upper-middle quartile	30.43%	69.57%
Lower-middle quartile	27.17%	72.83%
Lower quartile	22.83%	77.17%

Understanding Our Gap: Context and Drivers

We confirm that men and women in equivalent roles at 1st Enable Ltd are paid equally for equal work. Our gender pay gap reflects the distribution of roles across the organisation rather than unequal pay for the same job.

Actions We Have Already Taken

- Recruitment initiatives, e.g. balanced shortlists, blind CV screening
- Flexible working policies and hybrid working options
- Mentoring or sponsorship programmes for underrepresented groups
- Pay and reward structure reviews
- Enhanced family leave (shared parental leave, maternity/paternity pay)

Our Commitments Going Forward

To continue treating people as equals and supporting all in developing their careers

Progress against these commitments will be overseen by our board and reported on in next year's publication.

Methodology

- Snapshot date used: 5 April 2026
- Definition of 'ordinary pay' used, and any pay elements included/excluded
- Bonus period covered: 12 months to snapshot date
- Any exclusions applied, e.g. employees on reduced-pay leave excluded from pay (but not bonus) calculations

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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.