



The Brilliant Club

Gender Pay Gap Report

Reporting Year – 2023

The gender pay gap shows the difference in the average hourly rate of pay between female and male employees in the charity, expressed as a percentage of the average male earnings.

The Brilliant Club follows the [calculation methodology](#) set out by the Government Equalities Office to report our mean and median gender pay gap and distribution across pay quartiles.

Having reviewed the data for The Brilliant Club for the snapshot date of 5 April 2023, we have outlined our Gender Pay Gap Report summary below.

The staff breakdown for the period reported upon is:

- Female
- Male

Although this statement reports on binary sexes in accordance with the requirements of gender pay gap legislation, we acknowledge the limitations of the government's current system and support a greater focus on trans inclusion and better recognition of non-binary genders, as well as the right to self-define one's gender with or without medicalisation.

The difference in the **mean hourly rate** of pay between male and female full pay relevant employees is:

Reporting Year – 2023	-4.9%
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The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay. A negative pay gap means that, on average, women's gross hourly earnings are higher than those of men.

The difference in the **median hourly rate** of pay between male and female full pay relevant employees is:

Reporting Year – 2023	-0.6%
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The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest.

The median gender pay gap is calculated based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The **proportion of male and female** full pay relevant employees in each of the four quartiles are:

	Female	Male
Upper hourly pay quarter	74.7%	25.3%
Upper middle hourly pay quarter	64.5%	35.5%
Lower middle hourly pay quarter	70.1%	29.9%
Lower hourly pay quarter	64.5%	35.5%

In line with most educational and similar non-profit organisations, the workforce within The Brilliant Club is significantly female dominated. Our male/female balance is driven by common 'gendered' roles within the education and charity sectors.

At The Brilliant Club, senior management positions tend to be particularly female dominated. This, plus the over-representation of males in the lower pay quartile is the main driver of our negative gender pay gap.

This year's report shows a decrease in our mean gender pay gap since last year, from -6.6% to -4.9%. This moderate decrease has been driven by a small increase in male representation within the upper pay quartile, which has contributed to balancing the mean pay gap to bring it closer to zero.

Our median gender pay gap has seen a decrease since last year, from -2.0% to -0.6%. The absence of a median gender pay gap is due to the fact that our tutors, who form the majority of our workforce, all earn the same hourly rate.

The Brilliant Club does not award any bonus payments at any level which fall into the definition of a bonus under the gender pay gap reporting guidelines.

We recognise the gender pay gap is a result of a wide range of economic, cultural, social, and educational factors. Our organisational response to the gender pay gap forms part of a wider, overarching approach to diversity and inclusion and development of our internal culture, policies, and practices.