



The Brilliant Club

Gender Pay Gap Report (Reporting Year – 2025)

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 2025, we have outlined our Gender Pay Gap Report summary below.

The staff breakdown for the period reported upon is:

- Female
- Male

Although gender pay gap legislation expressly requires employers to report on binary sexes, 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 without unnecessary medicalisation.

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

Reporting Year – 2025	-6.41%
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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.

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

Reporting Year – 2025	0.00%
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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	70%	30%
Upper middle hourly pay quarter	67%	33%
Lower middle hourly pay quarter	65%	35%
Lower hourly pay quarter	66%	34%

At The Brilliant Club, we remain committed to fostering a fair and inclusive working environment. We continue to monitor and report on our gender pay gap as part of this effort, alongside the broader range of EDI metrics we track year on year.

Overview of Gender Pay Gap Figures

In 2025, our mean gender pay gap has moved to -6.41%, compared to -4.27% in 2024. As in previous years, this is a negative figure, meaning that on average female employees earn more than male employees at The Brilliant Club. The widening of this gap is largely attributable to a change in the gender composition of our executive leadership team. This is a small team by design, and as a result, even relatively minor changes in its makeup can produce a noticeable shift in the mean figures. It is worth being clear about what this tells us: it reflects the fact that more of our most senior, highest-paid roles are currently held by women, not that there is any structural disadvantage for male employees.

Our median gender pay gap remains at 0.00%, as it did in 2024. This is perhaps the more instructive figure in our context. The median is heavily shaped by our tutor workforce, who are paid a consistent hourly rate regardless of gender. That stability acts as an anchor, and it means the median is a reliable indicator that our overall pay structures are equitable.

Looking across a three-year period, the picture at The Brilliant Club has been remarkably consistent. Our mean gender pay gap has been negative in 2023, 2024, and 2025, and our median has held at or close to zero throughout. That kind of stability is not accidental. It reflects a workforce where women are consistently represented at every level, including the most senior, and where pay structures have remained equitable over time.

Workforce Composition and Pay Distribution

The Brilliant Club's workforce has remained predominantly female, which is consistent with broader patterns across the education and charity sectors. Female representation is strong at every level of the organisation, including at the most senior levels, and this is what continues to drive the negative mean pay gap.

Looking at pay quartile distribution, female employees make up between 65% and 70% of each quartile, with the greatest concentration at the upper end of the pay range. This is an encouraging picture. It suggests that the gender composition of our workforce is not simply a feature of entry-level or lower-paid roles, but is genuinely reflected across the full range of seniority and pay.

The slight reduction in female representation across each quartile compared to 2024 is consistent with incremental changes in workforce composition rather than any directional trend, and we will continue to monitor this over time.

Bonus Pay

As in previous years, The Brilliant Club does not operate any bonus arrangements that fall within the scope of gender pay gap reporting requirements. Bonus pay therefore has no bearing on any of the figures in this report.

Commitment to Diversity, Equity, and Inclusion

The gender pay gap is shaped by a complex mix of structural, cultural, and economic factors, and our figures need to be read in that context. What they tell us at The Brilliant Club is broadly positive: women are well-represented across all levels of the organisation, including in the most senior roles, and our pay structures are consistent and equitable. The negative mean gap is a reflection of that, not a cause for concern.

It is worth being direct about what our figures mean in practice. Because our gap is negative and our quartile distribution is broadly even, our focus is not on remediation. It is on sustaining what we have built, continuing to understand our data in context, and making sure that the conditions which have produced these results, things like inclusive hiring, transparent pay frameworks, and genuine representation at senior levels, remain embedded in how we operate.

We also recognise that binary reporting has its limits, and that these figures do not capture the full picture of gender diversity at The Brilliant Club. We remain committed to building a more complete understanding of our workforce as reporting frameworks evolve.