

MILESTONES TRUST

Gender Pay Gap Report 2025/26

All UK employers with more than 250 employees are required to publish what their pay gap is between their male and female employees.

Gender Pay Figures

The information below reflects the mean and median pay gap of our employees in the year to 5th April 2025. The differences from previous years are explained by changes in the composition of our workforce.

Pay Gap

	Mean	Median
Gender Pay Gap	4.1%	3.05%

Proportion of Men and Women in Each Quartile Band

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female	68.42%	70.04%	77.53%	75.55%
Male	31.58%	29.96%	22.47%	24.34%

Bonus Pay Gap

Who received bonus pay	Female	Male
	11.55%	14.16%

As Chief Executive Officer of Milestones Trust I can confirm that our Gender Pay Gap has been calculated accurately.



Hilary Crowhurst