

## Gender Pay Gap Report 2020



## 1. Introduction:

New regulations were introduced in 2017 which mean that voluntary sector employers with more than 250 employees are required to report on a number of different statistical measures of gender pay as at the snapshot date of 5 April each year. This is the report for the snapshot date of 5 April 2020.

At the snapshot dates of 5 April 2020, at Family Action:

- There were 952 employees
- 856 employees (89.9%) were female
- 96 employees (10.08%) were male.

The statistical measures that we are required to report on as at the snapshot date of 5 April 2020, are as follows:

- Mean gender pay gap
- Median gender pay gap
- Bonus gender pay gap
- The proportion of males and females in each quartile pay band

## 2: Gender Pay Gap Headline Figures:

The figures in this report have been calculated using the standard format required by legislation– the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the 'Regulations'), and are set out below:

Mean gender pay gap:

Mean Hourly Rate Female	Mean Hourly Rate Male
£13.94	£15.90

This gives us a mean gender pay gap of 12.32%. This figure is below the current UK average gender pay gap of 15.5% (according to the Office for National Statistics)

Median gender pay gap:

Median Hourly Rate Female	Median Hourly Rate Male
£13.13	£13.86

This gives us median gender pay gap of 5.26%.

Bonuses:

Family Action does not operate a bonus scheme, as defined in Regulation 4 of the Regulations.

Pay Quartiles:

The following table shows the proportion of men and women in each of the four 'quartile' pay bands. This is calculated by dividing the workforce into four equal parts based on hourly rates of pay.

Percentage of Males and Females in each quartile band		
Band	Male	Female
Lower	11.8%	88.2%
Lower Middle	6.3%	93.7%
Upper Middle	6.7%	93.3%
Upper	15.5%	84.5%

Our figures show a higher proportion of women than men in each of the four pay quartiles. Typically there are more females employed in frontline roles which reflect the higher percentages in the lower, lower middle and upper middle quartiles. The upper quartile has more males employed in IT, and senior management positions which typically attract higher salaries.

### 3. Next steps moving forward:

Family Action continues to be committed to building a diverse and inclusive workplace that gives equal opportunities to all employees irrespective of gender. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender or any other protected characteristic. At the heart of this, are our core values; People Focus, Can Do, Excellence and Mutual Respect which underpin all of our work.

We are proud to report that we have achieved Level 2 Investors in Diversity Accreditation, and are accredited as a Disability Confident Employer. In addition, Family Action has also recently ranked the 7<sup>th</sup> best charity and 55<sup>th</sup> best Large Company to work for in the UK in 2021, at the Best 100 Companies Awards. We also achieved a 3 Star accreditation from Best Companies which is the highest standard of workplace engagement. Family Action were also awarded Charity of the Year 2021 at the Third Sector awards.

Whilst our gender pay gap compares favourably with that of organisations both within the charity sector and across the whole UK economy, through our established Equality & Diversity Steering Group, and dedicated Gender Equality Network, we will continue to ensure that we are doing what we can over the next 12 months to address any gender pay issues.

Moving forward we will:

- Publish these results both internally and externally, with regular reviews of progress throughout the year supported by our Gender Equality Network.

- By April 2022, we will review and update our flexible working policy to ensure that the practices we already have in place, due to the Covid pandemic, are applied fairly and inclusively across all levels of roles, subject to fulfilling organisational needs, and addressing any barriers that are identified.
- By April 2022, we will review our family-friendly and Health & Wellbeing policies, and practices that support childcare or other caring responsibilities to ensure equal support is available to all staff and is inclusive of all families, as we return to normality after the pandemic.
- Continue with the review of our recruitment policies and practices, and whether there is more that we can do to promote equal opportunities at all levels of our workforce, and externally, including continuing with our pledge to 'Show the Salary' on all job adverts, with such guidance to be issued by April 2022.
- As part of our Equality & Diversity action plan and steering group, look to develop a plan to encourage male applicants for underrepresented roles.
- By April 2022, start the work of updating our Workforce Strategy, to include exploring the potential opportunities available to upskill or retrain through apprenticeships– both with internal staff and recruitment into apprentice roles. In addition, we will look to implement further Leadership and Management training opportunities to support aspiring and existing managers to develop their skills further.
- Ensure that the work in our Strategic Objective 5 (Valuing our People) continues with regular updates to senior leaders.
- Upon the roll out of our new integrated HR and Payroll System, improve our HR reporting and people information, enabling better quality of information to be reported, and potential gender imbalances to be identified and addressed as appropriate, for example:
  - Reviewing the numbers of male and female applicants for specific roles.
  - Regular salary reports for new starters to ensure salaries are consistently applied at each pay grade.
  - Evaluation of the number of female and male employees accessing maternity, paternity, and shared parental leave entitlements, and the proportion still in post 12 months after returning.
  - Evaluation of the number of female and male employees employed at each pay grade.
  - Reviewing our exit interview information to better understand if one gender is leaving for specific reasons compared to the other.

#### 4. Declaration:

I, Ricardo Gomes Da Silva, General Counsel & Director of Systems, confirm that the information in this statement is accurate.



Signed:

Date: 5 October 2021

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