

## Gender Pay Gap Report 2021



## 1. Introduction:

The gender pay gap is the difference in the average earnings of men and women across a workforce. The gender pay gap is not the same as unequal pay which is paying men and women differently for performing the same (or similar) work

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 2021.

At the snapshot dates of 5 April 2021, at Family Action:

- There were 872 employees
- 782 employees (89.7%) were female
- 90 employees (10.3%) were male.

The statistical measures that we are required to report on as at the snapshot date of 5 April 2021, are as follows:

- a. Mean gender pay gap
- b. Median gender pay gap
- c. Bonus gender pay gap
- d. 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
£14.43	£16.99

This gives us a mean gender pay gap of 15.09%. 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
£13.10	£14.76

This gives us median gender pay gap of 11.26%.

To benchmark these figures, we looked at the pay gap figures from Family Action's main two competitors. Their mean gender pay gaps are 12.1% and 18.7%; our figure (15.09%) falls directly in the middle of the 2. The same competitors have median gender pay gaps of: 3.4% and 12.9%, which means that ours (11.26%) falls between the two again, but at the higher end.

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.

Portion of Male and Females in each quartile band		
Band	Male	Female
Lower	7%	93%
Lower Middle	8%	92%
Upper Middle	9%	91%
Upper	17%	83%

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. This year saw an increase in the percentage of men in both the upper middle and upper quartile, and a decrease in the percentage of men in the lower quartile, from 11.8% to 7%. At the time of writing this report, Family Action has roughly 954 employees, which means each quartile represents around 238 people. A change of 2-3% is a difference of only around 5 people.

### 3. Contextual factors and the impact of Covid-19:

The nature of the sector means that services are regularly transferring into and out of Family Action. These are mainly female dominated professions such as social work and healthcare, and salaries are protected under Transfer of Undertakings (Protection of Employment) Regulations 2006. This may contribute to the increase in the gender pay gap at the snapshot date

CIPD report that women have been taking a disproportionate and unequal share of the economic hardship caused by COVID-19. Women are more likely than men to be in the low-paid jobs with less stability and in the low-paying sectors hardest hit by the lockdowns.

The first 6 months of the pandemic saw the decline of 490,000 jobs, 90% of these jobs were part time roles, which are overwhelmingly staffed by women.

#### 4. 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. This year, Family Action were also awarded Charity of the Year at the Third Sector awards.

Since last year's Gender Pay Gap Report, we have amended our Flexible Working Policy, to allow for flexible working requests from day one of employment, rather than the currently statutory limit. This was in response to a suggestion from our Parent and Carer's network.

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:

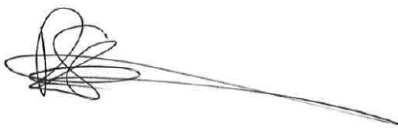
- Publish these results both internally and externally.
- Continue to review our flexible and hybrid working practices to ensure that the practices we already have in place are applied fairly across all levels of roles, subject to fulfilling organisational needs, and addressing any barriers that are identified, especially as we emerge from the Covid pandemic.
- As per the Flexible Working Policy above, we will continue to review our family-friendly 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 the implementation of a new Recruitment Team, with increased resource, to work with operational colleagues on targeted recruitment campaigns and in order to continue the review of our recruitment policies and practices, to understand 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.
- Develop a plan to encourage male applicants for underrepresented roles as part of our Equality & Diversity action plan and steering group.
- Ensure that the work in our Strategic Objective 5 (Valuing our People) continues with regular updates to senior leaders.

- Conduct a total reward review across the organisation, to ensure that salaries, and other benefits remain competitive and representative of role responsibilities.
- Refresh our People 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 a leadership and management programme to support aspiring and existing managers to develop their skills further.
- To continue to review our exit interview information to better understand if one gender is leaving for specific reasons compared to the other.
- Improve our HR reporting and people information through the implementation of a new integrated HR and payroll system, 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.

## 5. Declaration:

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

Signed:



Date: 9 September 2022

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