

Gender pay gap report 2017-18



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Background

Friend of the Elderly is required by law to carry out gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations at a 'snapshot date' of 5 April 2018 that show the difference between the average earnings of men and women in our organisation.

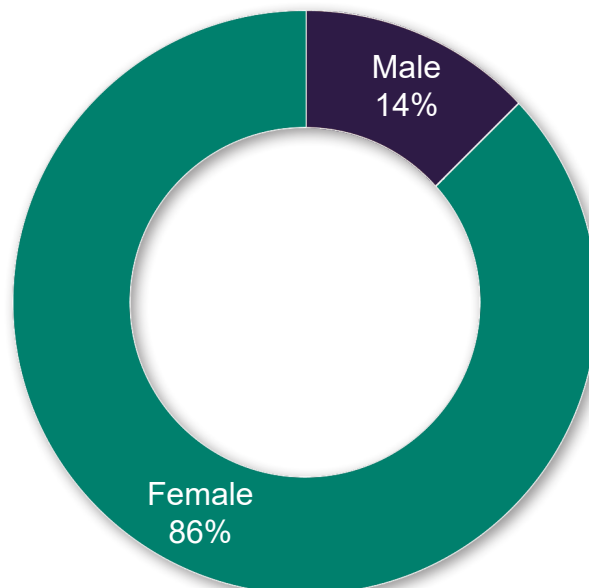
The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

Our workforce

At Friends of the Elderly, our workforce is 14 per cent male and 86 per cent female compared to last year's snapshot date (5 April 2017) when it was 13 per cent male and 87 per cent female.

Employee gender split



The gender pay gap

The gender pay gap is shown as both the mean and the median pay gap.

The **mean pay gap** is the difference between average hourly earnings of all men and women.

Our mean pay gap is minus 1.5 per cent.

This means that on average women are paid 1.5 per cent more per hour than men.

Last year on average men were paid 16 per cent more than women.

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of all men and all women.

Our median pay gap is 4.7 per cent.

This means that the midpoint hourly pay for men is 4.7 per cent more than for women.

Last year the midpoint hourly pay for men was 3.6 per cent more than for

Understanding our gap

The Office for National Statistics gives the national median pay gap for all employees as being 17.9 per cent in 2018¹.

Our median pay gap in April 2018 favours men by a significantly lower amount than this national average, and our mean pay gap in April 2018 favours women.

With a relatively small proportion of men in our workforce, we can expect considerable variations year-on-year with the averages reported.

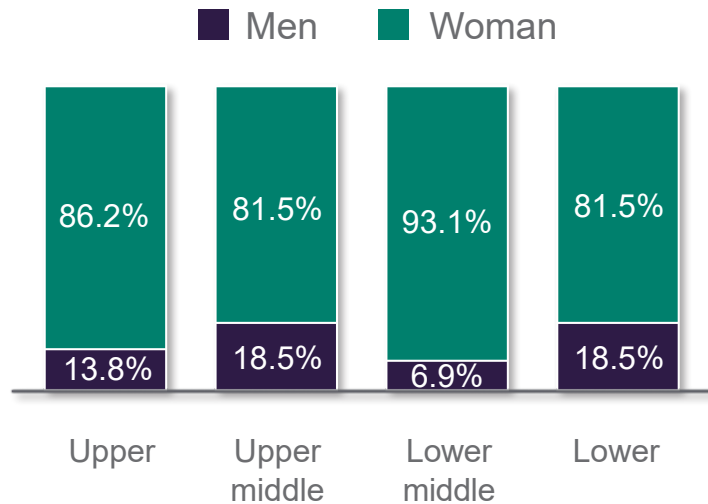
We have a predominantly female workforce with a smaller number of male employees. Male employees tend to be under-represented in our lower-paid roles, and our registered managers are predominantly female (90 per cent at the snapshot date), whereas men make up 45 per cent of the senior management team. Small changes in the male to female ratios in more senior roles can have a big impact on average earnings.

The proportion of males to females in each pay quartile

We are also required to show the proportion of men and women in each quartile pay band. This is done by dividing the workforce into four equal parts, based on hourly pay, from the lowest to the highest.

¹ Office of National Statistics, Gender Pay Gap in the UK: 2018, www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/gender-paygapintheuk/2018

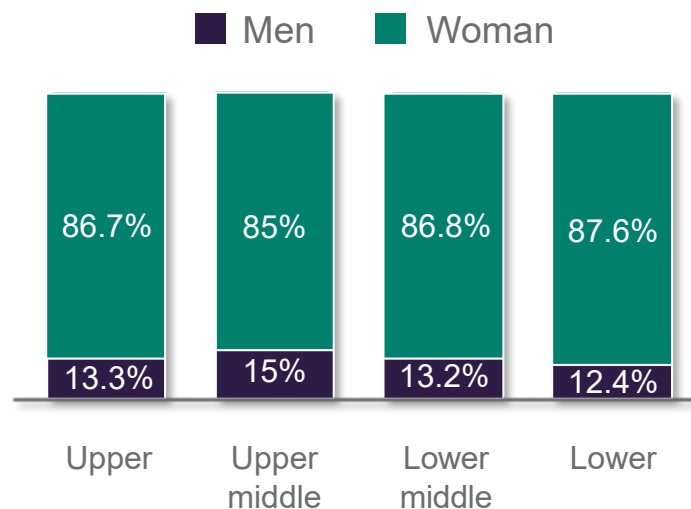
Pay by quartiles: April 2018



The proportion of men and women in each quartile pay band broadly reflects the overall gender split in Friends of the Elderly, other than a lower proportion of men in the lower-middle banding. This banding is typically comprised of less experienced care staff.

The quartile pay information for April 2017 showed a slightly more even representation of men in each category, but the difference between this and April 2018 represents just two or three fewer men being placed in the lower-middle category.

Pay by quartiles: April 2018



Bonus reporting

We are required to report on bonuses paid in the 12 months prior to 5 April 2018. The majority of bonuses paid by Friends of the Elderly in this period related to long service awards (vouchers of between £50 and £300 per person) and payments under our 'refer a friend' scheme (£250 per referral). This year also saw the introduction of a care homes manager bonus scheme, which rewards registered managers based on a range of quality, operational and financial factors.

26 per cent of men and 29 per cent of women received a bonus in the 12 months prior to 5 April 2018.

In the previous year, four per cent of men and seven per cent of women received a bonus. The increase in the year to 2018 is mainly due to a change in the long service award scheme which led to a greater number of employees receiving a one-off award.

Bonus gender pay gap

The **mean bonus gap** is the difference between average bonus received by men and women.

Our mean bonus gap is minus 63%.

This is a minus figure because women receiving a bonus received more on average than men. **Women received on average £238, and men received on average £146.**

Last year the mean bonus gap was minus 155 per cent, with women receiving on average £255 and men on average £100.

The **median bonus gap** is the difference between the midpoints in the ranges of bonuses received by men and women.

The median bonus gap is minus 100%.

The midpoint for bonuses received by **women was £100, higher than the £50 midpoint for men.**

Last year the median bonus gap was minus 100 per cent, with the midpoint for women being £175 and for men £75.

Women, who comprised on average 81 per cent of the Registered Managers during the year, benefited in particular from the homes managers bonus scheme, with 96 per cent of awards by value going to women. The two non-consolidated pay rises were also both received by women, which increases the mean bonus gap.

Actions

We are committed to promoting equal opportunities in employment. Our employees and any job applicants will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.

Our aim is to have no gender pay gap. We can best achieve this consistently by ensuring that all staff, regardless of gender, have opportunities, and encouragement, for career development and internal promotions. We are also considering ways to ensure our job adverts are reaching, and are attractive to, a diverse range of people.

If you would like further information on our gender pay gap plan, please contact Mathew Yates, Head of Human Resources, at Mathew.Yates@fote.org.uk.

A charity with a rich history — supporting people for over 100 years



Vision

We aspire to a society where all older people have the opportunity to live fulfilled lives.

Mission

We will do this by delivering services personalised to individual needs and integrated with local communities.

Values

We will always:

- Promote **wellbeing**
- Strive for **excellence**
- Treat people with **respect**
- Keep everyone **safe**.

Friends of the Elderly

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