

Gender pay gap report

April 2018

Friends of the Elderly Gender Pay Gap Report 2016-17

Background

Friends 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 2017 that show the difference between the average earnings of men and women in our organisation.

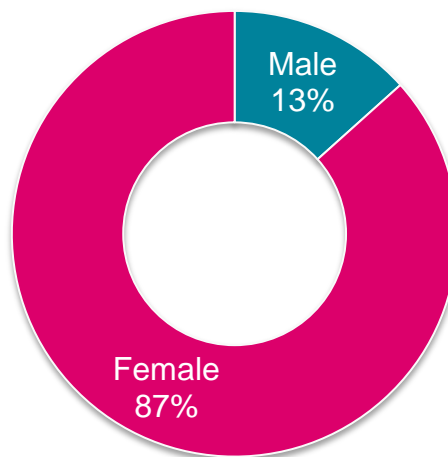
The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

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 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

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

Our mean pay gap is 16 per cent.

Our median pay gap is 3.6 per cent.

This means that on average men are paid 16 per cent more per hour than women.

This means that the midpoint hourly pay for men is 3.6 per cent more than for women.

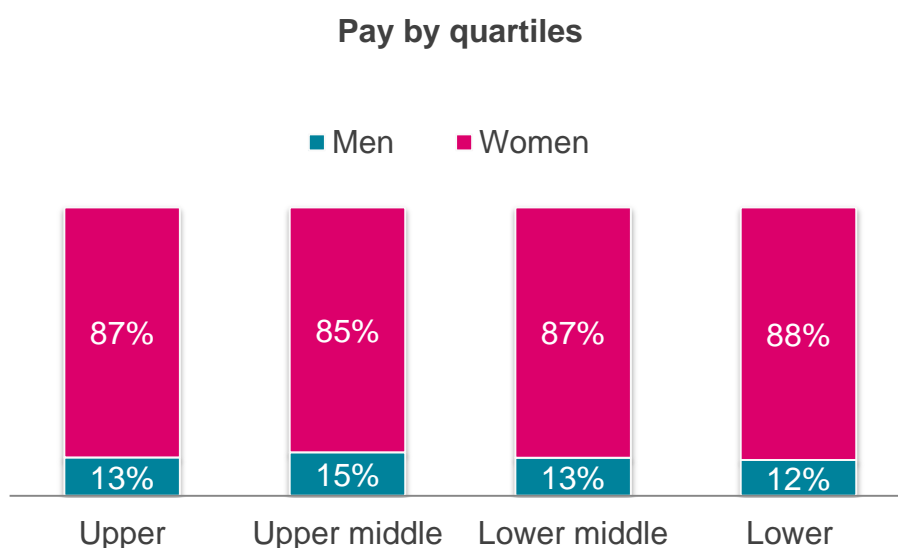
Understanding our gap

The Office for National Statistics gives the national median pay gap for all employees as being 18.2 per cent in 2016¹ While our median pay gap is significantly lower than this national average, there is still a pay gap in favour of men, particularly when looking at mean hourly earnings.

The main reason for the pay gap is that we have a predominantly female workforce with a smaller number of male employees. Male employees are particularly under-represented in the lower-paid roles, while making up 45 per cent of the senior management team, which has a big impact on average earnings within a relatively small group of male employees.

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.



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 slightly higher proportion of men in the upper-middle banding, which still only represents an additional two men from a population of 131. The majority of this banding comprises of the more experienced or more highly qualified care staff and experienced maintenance staff.

Bonus reporting

We are required to report on bonuses paid in the 12 months prior to 5 April 2017. The majority of bonuses paid by Friends of the Elderly in this period related to long-service awards (vouchers of between £75 and £150 per person), and payments under our 'refer a friend' scheme (£250 per referral). Two non-consolidated pay rises, totalling £2,500, are also classified as bonuses. Overall, **4 per cent of men and 7 per cent of women received a bonus.**

Bonus gender pay gap

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

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

Our mean bonus gap is minus 155 per cent.

The median bonus gap is minus 100 per cent.

This is a minus figure because women receiving a bonus received more on average than men. Women received on average £255, and men received on average £100.

The midpoint for bonuses received by women was £175, higher than £75 midpoint for men.

Women benefited in particular from longer service than men, with 93 per cent of the long-service 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.

This is the first year we have analysed and reported our gender pay gap. Before our next report, we will investigate what can be done to address the pay gap, and put into action a plan to reduce the gap.

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

1. www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults#gender-pay-differences