



Gender pay gap report 2019-20

Published March 2021

Background

Friend of the Elderly (the Charity) 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 2020 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.

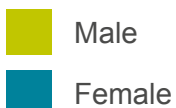
The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.



Our workforce

The Charity's workforce is 13 per cent male and 87 per cent female compared to last year's snapshot date (5 April 2019) when it was 12 per cent male and 88 per cent female.

Percentage of Employees



The gender pay gap

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

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

Our mean pay gap is

21.8%

This means that on average men are paid 21.8 per cent more per hour than women.

Last year on average men were paid 22.3 per cent more than women, but the year before (April 2018) it was 0.7 per cent.

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

9.0%

This means that the midpoint hourly pay for men is 9.0 per cent more than for women.

Last year the midpoint hourly pay for men was 7.9 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 15.5 per cent in 2020¹.

Our median pay gap in April 2020 favours men by a lower amount than this national average. However, our mean pay gap is much higher than this, again in favour of men, and while similar to April 2019, this compares to a much smaller gap in April 2018.

We have a predominantly female workforce with a smaller number of male employees. In April 2020, male employees made up 47 per cent of the senior management team plus heads of department, compared to 13 per cent for the Charity as a whole. The gender balance of these central roles is more representative

of the general population, and include a range of specialist roles that are externally recruited. The members of the senior and regional management team who have progressed through the Charity from care roles broadly reflect the gender mix of our care staff.

The difference to April 2018, where the mean pay gap was much smaller, arises due to the workforce in services transferred or closed in 2018-19. These London-based homecare services had a higher proportion of men who were in lower-paid roles compared to our other services.

1. Office of National Statistics, Gender Pay Gap in the UK: 2020, <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

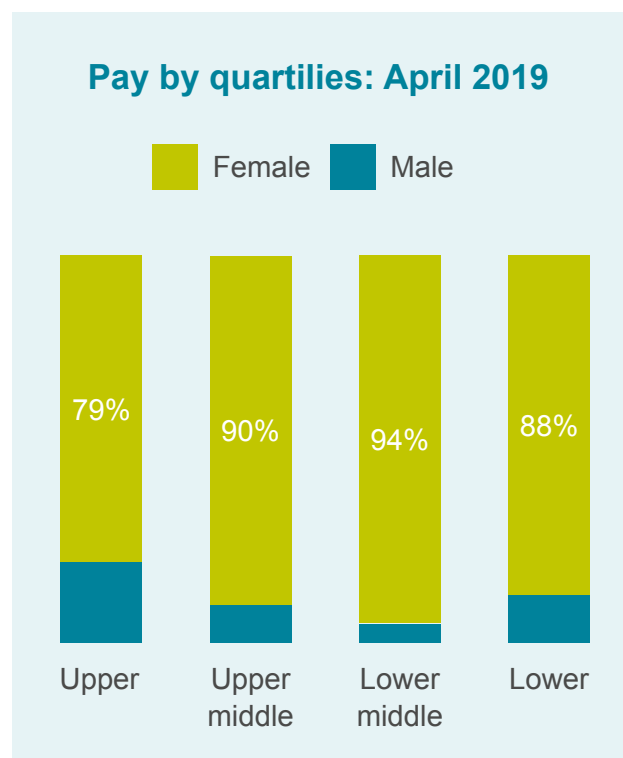
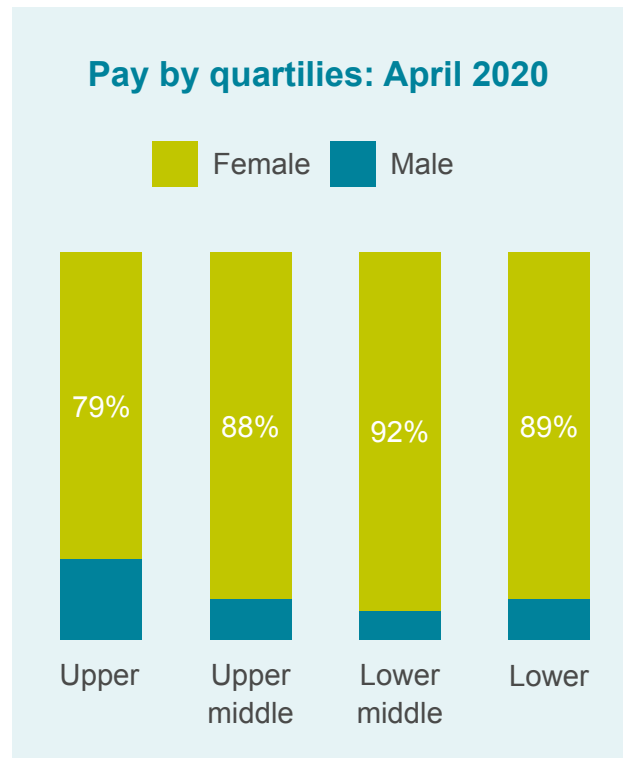
The proportion of males to females in each pay quartile

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 does not reflect the overall gender split in Friends of the Elderly in the following categories in particular:

- A lower proportion of men in the lower-middle banding, typically comprised of less experienced care staff; and
- A higher proportion of men in the upper banding, which includes senior management, care home and service managers, nurses, shift leaders, maintenance staff and the highest paid care staff.

The quartile pay information for April 2019 showed a similar difference between bandings.



Bonus reporting

We are required to report on bonuses paid in the 12 months prior to 5 April 2020. The majority of bonuses paid by the Charity 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). There was also a care homes manager incentive scheme, which rewards registered managers based on a range of quality, operational and financial factors.



18 per cent of men and 17 per cent of women received a bonus in the 12 months prior to 5 April 2020.

In the previous year, 12 per cent of men and 15 per cent of women received a bonus.

Women were more likely than men to receive the refer a friend bonus. Men were more likely than women to receive a bonus under an incentive scheme. With a relatively small proportion of men in our workforce, and only 13 men receiving a bonus of any kind in the year, we do expect to see considerable variations year-on-year with the bonus gender pay gap reported.

Bonus reporting

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

Our mean bonus gap is

51%

The mean average for bonuses received by **women was £188, compared to £388 for men.**

Last year the mean bonus gap was zero, with men and women receiving on average £300.

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

17%

The midpoint for bonuses received by **women was £125, lower than the £150 midpoint for men.**

Last year the median bonus gap was 25 per cent, with the midpoint for women being £150 and for men £200.

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, and considering ways to overcome any unconscious bias in interviews.

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.



From 1905, Friends of the Elderly has cared for older people and supported them to live independent lives, enriched with dignity and respect. From providing 'Penny Dinners' to help older men returning from the First World War in 1918, to ensuring that our services and activities are safe, innovative and dementia-friendly 100 years later, Friends of the Elderly is a charity that has always put people at the heart of all that we do.

Friends of the Elderly Group

40-42 Ebury Street, London SW1W 0LZ
020 7730 8263

Friends of the Elderly, registered charity number 226064 (registered in England and Wales),
registered company number 133850 (registered in England and Wales). A company limited by guarantee.
Registered Office 40-42 Ebury Street, London SW1W 0LZ.