

# Gender Pay Gap Report 2023



## 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 2023**.

At the snapshot dates of 5 April 2023, at Family Action:

- There were **853** employees
- 759 employees (**89.0%**) were female
- 94 employees (**11.0%**) were male.

The statistical measures that we are required to report on as at the snapshot date of 5 April 2023, 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
£14.88	£19.91

This gives us a **mean gender pay gap of 25.2%**. This figure is above the current UK average gender pay gap of 14.3% for all employees (according to the Office for National Statistics).

### Median gender pay gap:

Median Hourly Rate Female	Median Hourly Rate Male
£13.39	£17.99

This gives us **median gender pay gap** of **25.6%**.

**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	5%	95%
Lower Middle	8%	92%
Upper Middle	10%	90%
Upper	23%	77%

Our figures show a much higher proportion of women than men in each of the four pay quartiles. Typically, there are significantly more females employed in frontline roles which reflect the significantly higher percentages in the lower, lower middle and upper middle quartiles. The upper quartile has relatively more males employed in Central Office and senior management positions which attract higher salaries- and this has seen a relatively higher increase in males. Family Action has approximately 850 employees, which means each quartile represents around 212 people. A change of 4%, which was the increase in the Upper quartile, is a difference of only around 8 people.

**3. Contextual factors:**

The nature of the sector that Family Action operates in 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, together with the relatively lower pay in the charity sector, and in social work and healthcare roles. 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 impact of the cost of living crisis.

#### 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 are aware that the gender pay gap has widened over the last year so, clearly, there is still much that we need to do. **We do 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 Family Action are our core values; People Focus, Can Do, Excellence and Mutual Respect which underpin all of our work.

We are proud 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 17<sup>th</sup> best charity to work for in the UK (in 2023)**, at the Best 100 Companies Awards. We also achieved a 1 Star accreditation from Best Companies with a good standard of workplace engagement.

Through our established Equality, Diversity & Inclusion 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 the gender pay issues and increase in the gap.

Moving forward we will:

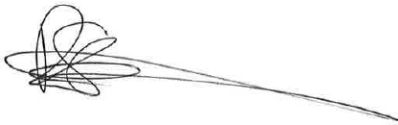
- Publish these results both internally and externally.
- Continue to review our flexible and hybrid working practices to ensure that the practices we already have in place continue to be applied fairly across all levels of roles, subject to fulfilling organisational needs, and addressing any barriers that are identified.
- 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.
- Following the implementation of a new central 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 and undertaking analysis of which routes to recruitment elicit more diverse applications.
- Importantly to look to develop a plan to encourage male applicants for underrepresented and more front line roles, and female applicants for underrepresented senior roles, as part of our Equality & Diversity action plan and steering group.
- As we develop and embed our new organisational strategy, ensure that we retain a people focused objective within the strategy.
- Following an external total reward review, we will look to establish a new pay structure and implement a Job Evaluation Framework.
- Develop and implement a new People Strategy.
- 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 and data to be reported and analysed, and potential gender imbalances to be identified and addressed as appropriate, for example:

- Reviewing the numbers of male and female applicants for specific roles, in particular for males in front line roles and females in more senior 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.
- Enabling us to monitor our Equality, Diversity & Inclusion data more widely and look at data intersectionally and whether there are other patterns that we need to address.

The current aim is that the new HR and payroll system will go live in spring 2024.

## 5. Declaration:

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



Signed:

Date:

### **For further information please contact:**

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