



Gender Pay Gap Report 2024



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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 2024**.

At the snapshot dates of 5 April 2024, at Family Action:

- There were **858** 'Full-Pay Relevant Employees'
- 762 employees (**88.81%**) were female
- 96 employees (**11.19%**) were male.

The statistical measures that we are required to report on as at the snapshot date of 5 April 2024, 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
£15.87	£19.80

This gives us a **mean gender pay gap** of **19.8%**.

Median gender pay gap:

Median Hourly Rate Female	Median Hourly Rate Male
£14.10	£17.20

This gives us **median gender pay gap** of **18.05%**.



Bonuses:

Family Action does not operate a bonus scheme, as defined in Regulation 4 of the Regulation, and no bonuses were paid within the relevant period.

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.

Proportion of Male and Females in each quartile band		
Band	Male	Female
Lower	4.90%	95.10%
Lower Middle	8.80%	91.20%
Upper Middle	10.92%	89.08%
Upper	19.34%	80.66%

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 reflects 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.

3. Contextual factors

The nature of Family Action's work and the sector that it operates in significantly shapes its workforce. Much of Family Action's work is in traditionally female dominated



professions such as social work, healthcare, family support and counselling. This is reflected in the demographics within the organisation with nearly 90% of 'Full-Pay Relevant Employees' being female. Unfortunately, in many of those professions, and the charity sector in general, pay is relatively lower than in our professions and sectors. Family Action's workforce also includes a number of staff who have transferred to the organisation and whose salaries are protected under Transfer of Undertakings (Protection of Employment) Regulations 2006.

That said, both the mean and median gender pay have reduced significantly from 2023 when Family Action reported a mean gender pay gap of 25.2% and a median gender pay gap of 25.6%. In a workforce of the size of Family Action, it's not possible to identify the exact causes of this reduction; however, we can see that the proportion of males in the upper quartile has decreased. Whilst there are still a higher proportion of males in this quartile than in any other quarter, we are proud to have a large proportion of females in our most senior roles, including three out of five members of the Executive Group. The reduction in our reported gender pay gap is also likely attributable to the implementation of our new HR and Payroll system. The availability of better, more accurate, data and automated gender pay gap reporting capability, means we believe the figures reported this year present much more of an accurate picture as to the gender pay gap at Family Action.

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 pleased that the gender pay gap has decreased and believe that with our new HR and Payroll system this is a much more accurate reflection of the true gender pay gap within the organisation.



We recognise, however, that despite the reduction in both the mean and median gender pay gaps there remains work to be done to try to reduce the gap further and we are committed to this.

Moving forward we will:

- Publish these results both internally and externally.
- Continue to work on our internal Pay & Grading project to review and update our pay and grading system.
- 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.
- 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.
- Continue work to implement an Applicant Tracking System (ATS), which will provide us with recruitment data to help understand and analyse the demographic data of candidates to see whether there is more that we can do to promote equal opportunities at all levels and increase diversity in the applicants for roles.
- Continue with our pledge to 'Show the Salary' on all job adverts and undertaking analysis of which routes to recruitment elicit more diverse applications.
- Undertake a review of leadership and management support available to aspiring and existing managers, with a view to considering future investment in this area.
- 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 development of our new HR and payroll system, enabling better quality of information and data to be reported and analysed.



5. Declaration

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

Signed:

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke extending to the right.