

Framework Gender Pay Gap 2023

As Framework employs more than 250 employees, it is required by the Gender Pay Gap legislation introduced in April 2017, to publish information on its Gender Pay Gap for employees. This will be the seventh time it has done so.

Framework’s Gender Pay Gap

Framework employs nearly 1,000 full time equivalent staff. They are remunerated through various pay, grading and reward structures. They include Framework’s own system (for most staff) the Agenda for Change (A4C) Programme, Probation and others arising from TUPE transfers.

The majority of salaries are set within the boundaries of Framework’s own pay structure. Within this, staff move through a pay grade based on their length of service and irrespective of their gender.

In accordance with the legislative guidance, those employees earning less than their full pay on the date of the ‘snapshot’ have been excluded from the calculations. This means those in receipt of sick pay, amongst others, are excluded. The percentage of employees excluded from this data set is approximately 16% this year, a larger proportion than in the past.

The gender pay gap data for Framework, at the snapshot date of 5th April 2023, is:

| | 5thApril 2023 | 5th April 2022 | 5 April 2021** | 5 April 2020 | 5 April 2019 |
|---|-------------------------|-------------------------|-----------------------|---------------------|---------------------|
| Mean gender pay gap | 6.20% | 7.16% | 6.22% | 7.02% | 6.10% |
| Median gender pay gap | 0.00% | 4.85% | 5.85% | 5.34% | 0.10% |
| Mean bonus gender pay gap | Not applicable * | Not applicable * | Not applicable* | Not applicable* | Not applicable* |
| Median bonus gender pay gap | Not applicable * | Not applicable * | Not applicable* | Not applicable* | Not applicable* |
| Proportion of male employees who received a bonus | Not applicable * | Not applicable * | Not applicable* | Not applicable* | Not applicable* |
| Proportion of female employees who received a bonus | Not applicable * | Not applicable * | Not applicable* | Not applicable* | Not applicable* |

* Framework does not award bonuses

** Incorrect data was previously reported in error, for April 2021

Pay Quartiles by Gender

| Band *** | Males 2023 | Females 2023 | Males 2022 | Females 2022 |
|-----------------------|-------------------|---------------------|-------------------|---------------------|
| Lower Quartile | 27.45% | 72.55% | 30.92% | 69.08% |
| Lower Middle Quartile | 34.80% | 65.20% | 29.47% | 70.53% |
| Upper Middle Quartile | 35.29% | 64.71% | 37.68% | 62.32% |
| Upper Quartile | 37.93% | 62.07% | 40.58% | 59.42% |

(*** Proportion of Salaries for Males and Females appearing in each quartile of the pay structure)

Summary from the Senior Leadership Team at Framework

The **mean** gender pay gap for Framework in 2023 is 6.20% which is a reduction of almost 1%. This returns us to a position similar to 2019 and 2021. In broad terms, the mean pay gap has not changed significantly since 2019. The figure of 6.20% is below the mean gender pay gap for all UK employees of 13.20%, as reported in 2023.

The **median** gender pay gap is 0.00% which is a reduction of 4.85%. Whilst the median is a less meaningful indicator than the mean, it is nonetheless positive. It means that the gap between male and female pay at the median point in the pay scale no longer exists. In other words, female employees in the middle part of Framework's pay structure earn the same as their male counterparts. By contrast, the median gender pay gap for all UK employees reported in 2023 was 14.3%.

In both measures, Framework is performing well when compared to the mean and median gaps reported for all UK employees. It is to be expected that the numbers will continue to fluctuate in the coming years.

Actions influencing the Gender Pay Gap

1. The Pay and Grade Structure (which affects most salaries) was introduced in April 2018 following a two-year project to develop a robust job evaluation and market testing process. This structure has been reviewed – with external input – as part of the 2023/24 Pay & Reward Project and no bias was identified.
2. The Diversity Leadership Group (DLG) has dedicated workstreams, including one that previously examined the inclusivity of our recruitment practice at all salary levels.
3. The Equality, Diversity and Inclusion (EDI) Action Plan has been updated for a new three-year cycle. The plan contains a number of actions focussing on recruitment practice, including steps to tackle unconscious bias.
3. Through the Staff Council, consisting of elected staff representatives and trade union stewards, Equality, Diversity and Inclusion matters are discussed. These include the Gender Pay Gap.
5. Framework's Board receives an annual report on human resources which includes a breakdown and analysis of our workforce profile, including by gender, with information on the Gender Pay Gap.
6. We continue to offer a holiday purchase scheme that allows added flexibility around work/life balance.
7. Framework has a Menopause Policy and a newly relaunched Menopause Network for affected staff. It is supplemented by self-help resources for staff and line managers.

Framework remains committed to fair pay and reward irrespective of gender. Work on this will continue, informed by the Gender Pay Gap and accompanying information. We envisage the possibility of reporting a negative Gender Pay Gap (at least on one of the two measures) in some future years. This would reflect the employment of more women in the upper echelons of the workforce, an outcome with which the Board and Senior Leadership Team would be content.