

Gender Pay Gap

As Framework employ more than 250 employees, it is required by the Gender Pay Gap legislation introduced in April 2017 to publish its gender pay gap information for workers as of April 2019. This is the third time it has done so.

Framework's gender pay gap

Framework employ over 950 full and part-time employees, on various pay and grading structures: Framework's own structure, Agenda for Change, Probation and others due to TUPE transfers.

The majority of salaries are linked to a grade with a set pay range: staff move through the pay range based on length of service irrespective of gender.

Framework pay 90% sick pay and this along with other absence where less than full pay is received, has resulted in 28% of the workforce being excluded from the report

The gender pay gap data for Framework for the snap shot date of 5th April 2019 is:

	5 April 2019	5 April 2018	5 April 2017
Mean gender pay gap	6.10%	7.07%	8.98%
Median gender pay gap	0.10%	2.51%	3.52%
Mean bonus gender pay gap	Not applicable*	Not applicable*	Not applicable*
Median bonus gender pay gap	Not applicable*	Not applicable*	Not applicable*
Proportion of male employees who received a bonus	Not applicable*	Not applicable*	Not applicable*
Proportion of female employees who received a bonus	Not applicable*	Not applicable*	Not applicable*

*Framework does not award bonuses

Pay quartiles by gender:

Band	Males	Females
Lower Quartile	35.71%	64.29%
Lower Middle Quartile	29.83%	70.17%
Upper Middle Quartile	34.62%	65.38%
Upper Quartile	40.33%	59.67%

Summary from the Senior Leadership Team at Framework

The mean gender pay gap for Framework is now 6.10%, whereas the median gender pay gap is 0.10%. This represents a drop in the gender pay gap in the last two years on both the mean and the median. Significant contributions to this position were:

1. The maintenance of the Pay and Grade Structure, introduced in April 2018, for the vast majority of staff that followed a two year project to develop a job evaluation and market testing process.

2. In April 2017 we launched a new Equality and Diversity 3-year action plan after extensive consultation. The plan includes action to meet the objectives of 'to promote behaviour that ensures non-discriminatory practice' and to 'have a diverse workforce who are confident and supported to discuss and address diversity issues'.

3. Through the staff council, consisting of elected staff representatives and trade union stewards, Equality and Diversity issues are discussed, including the gender pay gap.

However we are not complacent and work continues to reduce the gender pay gap in the organisation and we are committed to fair pay and reward irrespective of gender.

Prospects for Reducing the Gender Pay Gap Further

The smaller the Gender Pay Gap becomes, the more challenging it will be to reduce it further. Framework does not have a target of reducing it to zero, but rather of keeping it within a reasonable band either side of zero. We would not feel the need to 'correct' a negative Gender Pay Gap should it occur in the future.

Framework has reviewed the content of its mandatory Equality and Diversity training, the outcome of which is now being rolled out. We are in the process of reviewing our training for recruitment. From 1st April 2020 we will implement the recommendations of a working group (Task and Finish Group) to create a package of support for staff returning to work after a career break.

In addition we will continue to:

- Offer a holiday purchase scheme that allows added flexibility around work/life balance.
- Monitor the application of the appraisal process and behavioural competencies framework that was introduced in 2017, as part of our Organisational Development plan
- Appoint people to roles based on merit regardless of age, race, gender, sexual orientation, disability or belief/non-belief.

The Diversity Leadership Group is monitoring carefully data on diversity to identify any areas of potential concern, so appropriate action can be taken.

The Framework Board receive an annual Human Resources Report which includes a breakdown and analysis of our workforce profile.

As well as being transparent with its employees about changes in the gender pay gap, Framework will encourage them to contribute to ideas to keep it as small as possible in the future.

Andrew Redfern
Chief Executive, Framework HA
27th May 2020