



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 2020. This is the fourth 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 40.52% of the workforce being excluded from the report, a higher proportion than normal due to the impact of Covid-19. The gender pay gap data for Framework for the snap shot date of 5th April 2020 is:

	5 April 2020	5 April 2019	5 April 2018	5 April 2017
Mean gender pay gap	7.02%	6.10%	7.07%	8.98%
Median gender pay gap	5.34%	0.10%	2.51%	3.52%
Mean bonus gender pay gap	Not applicable*	Not applicable*	Not applicable*	Not applicable*
Median bonus gender pay gap	Not applicable*	Not applicable*	Not applicable*	Not applicable*
Proportion of male employees who received a bonus	Not applicable*	Not applicable*	Not applicable*	Not applicable*
Proportion of female employees who received a bonus	Not applicable*	Not applicable*	Not applicable*	Not applicable*

*Framework does not award bonuses

Pay quartiles by gender:

Band	Males	Females
Lower Quartile	34.69%	65.31%
Lower Middle Quartile	26.35%	73.65%
Upper Middle Quartile	38.78%	61.22%
Upper Quartile	43.24%	56.76%

Summary from the Senior Leadership Team at Framework

The mean gender pay gap for Framework is 7.02%, whereas the median gender pay gap is 5.34%. This represents a slight rise in the mean gender pay gap and a closing of the difference between the mean and the median.

The gender pay gap rose for the first time since reporting started and brings us back to the April 2018 position, despite there being a negative mean pay gap in the first three pay quartiles.

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. The Equality, Diversity and Inclusion three-year action plan has been reviewed 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, Diversity and Inclusion issues are discussed, including the gender pay gap.
4. Framework did, from 1 April 2020 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.

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.

Actions for Reducing the Gender Pay Gap Further

We continue to offer a holiday purchase scheme that allows added flexibility around work/life balance.

We will continue to monitor the application of the appraisal process and behavioural competencies framework for managing performance and development that we introduced in 2017, as part of our 3-year Organisational Development plan.

We appoint people to roles based on merit regardless of age, race, gender, sexual orientation, disability or belief/non-belief. We are in the process of reviewing our recruitment process.

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

We will be transparent with our employees and the Board about our gender pay gap and will encourage them to contribute to ideas for continuing to close the pay gap in the future.

Andrew Redfern
Chief Executive
Framework
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