

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 fifth time it has done so.

Framework's Gender Pay Gap

Framework employs 1,035 full and part-time employees, on various pay and grading structures: Framework's own structure, the Agenda for Change programme, Probation and others due to TUPE transfers.

The majority of salaries are set within the boundaries of a pay grade: staff move through the grade based on their length of service and irrespective of gender.

Framework pays 90% sick pay. Those absence due to sickness, and others earning less than their full pay, have been excluded from the calculations. The number excluded on this basis is approximately 5%, a smaller proportion than in the previous year.

The gender pay gap data for Framework, at the snapshot date of 5th April 2021, is:

	5 April 2021	5 April 2020	5 April 2019	5 April 2018	5 April 2017
Mean gender pay gap	4.08%	7.02%	6.10%	7.07%	8.98%
Median gender pay gap	-5.42%	5.34%	0.10%	2.51%	3.52%
Mean bonus gender pay gap	Not applicable*				
Median bonus gender pay gap	Not applicable*				
Proportion of male employees who received a bonus	Not applicable*				
Proportion of female employees who received a bonus	Not applicable*				

*Framework does not award bonuses

Pay Quartiles by Gender

Band (Proportion of Males and Females with salaries in each quartile of the structure)	Males	Females
Lower Quartile	25.71%	74.29%
Lower Middle Quartile	31.84%	68.16%
Upper Middle Quartile	36.33%	63.67%
Upper Quartile	41.20%	58.80%

Summary from the Senior Leadership Team at Framework

The **mean** gender pay gap for Framework is 4.08%, whereas the **median** gender pay gap is -5.42%. This means that at the median male salary is less than the median female salary. The mean gender pay gap has dropped since last year, whilst the median gender pay gap (which was already lower than the mean figure) has moved from a positive figure to a negative one in the same period – the first time this has happened. Both are at their lowest levels since we started measuring in 2017.

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. This is robust and has been applied consistently.
2. The Equality, Diversity and Inclusion Policy and 3-year Action Plan have been reviewed after extensive consultation. The plan includes action to meet the objectives 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. From April 1st 2020 Framework implemented 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.

Framework has a Menopause Policy, a menopause support group for affected staff and self-help resources for staff and line managers.

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.

Framework's Board receives an annual report on human resources which includes a breakdown and analysis of our workforce profile, including gender.

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 HA
4th April 2022