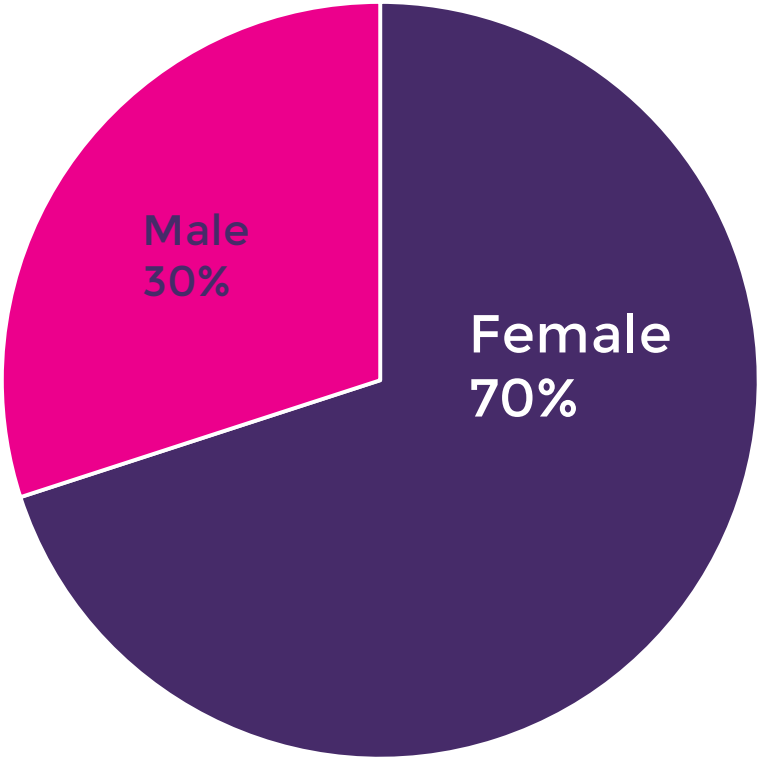


FOUNDATION
Gender Pay Gap
REPORT
04.04.2018

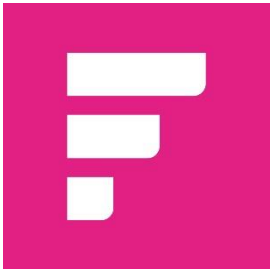
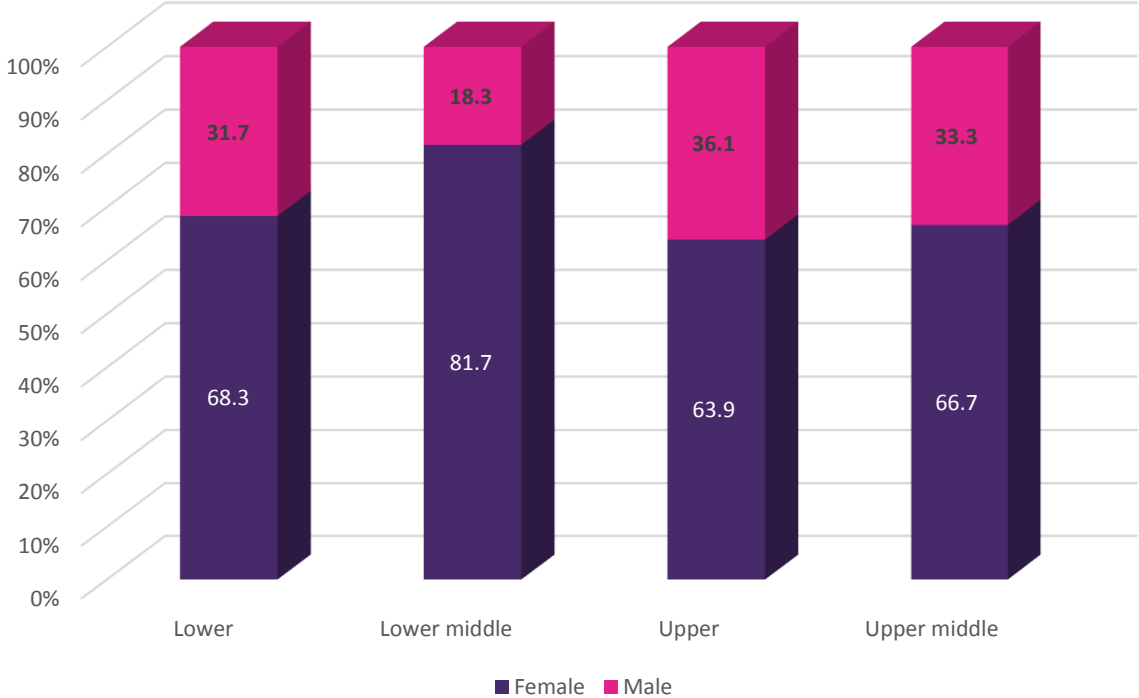


Whole organisation gender split.

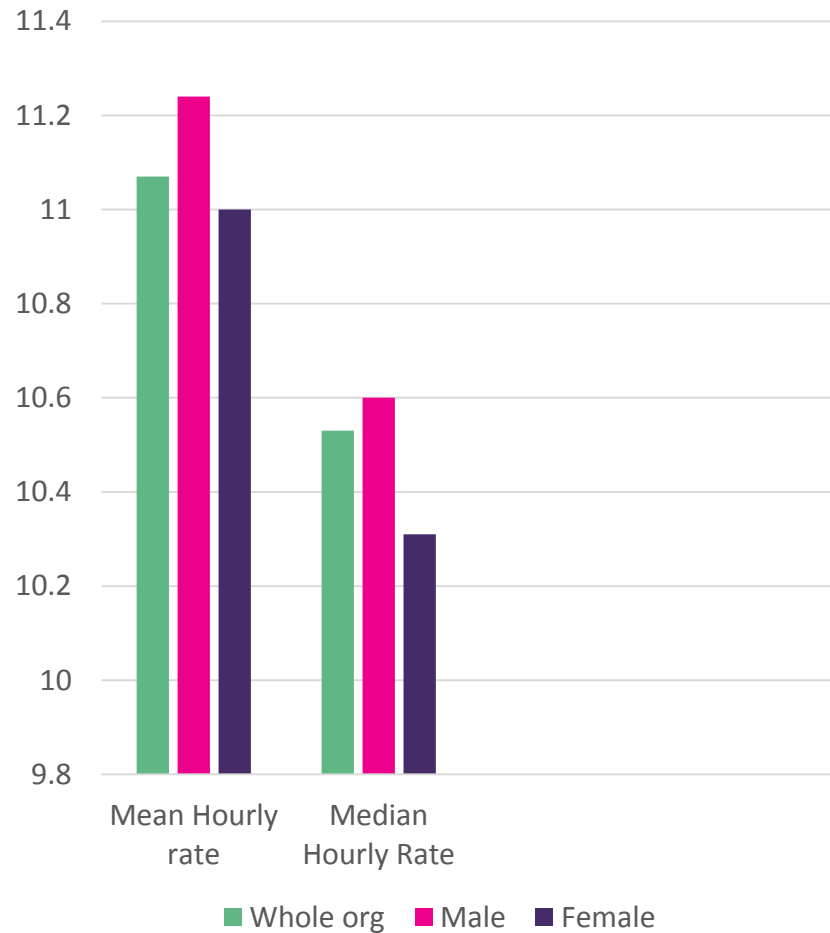


Foundation has a majority female workforce across all quartiles.

Quartile Gender %



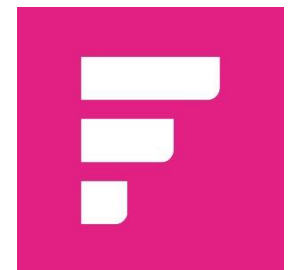
Foundation Gender Pay Gap Results



Foundation has a small gender pay gap in both mean and median averages.

The mean gender pay gap is: 2.1%

The median gender pay gap is: 2.7%

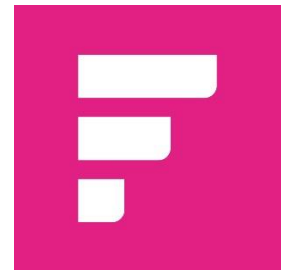


Why does Foundation have a gender pay gap?



The results show we have a small gender pay gap, with males earning on average 2.1 – 2.7% higher than females. Given Foundation uses fixed salary scales for each role, and have a high proportion of females in our organisation, including a high number in senior roles, we were surprised by this finding. We have therefore analysed the data further to try and understand why.

On looking at the proportion of males and females in different roles across Foundation, we found that there are a higher proportion of males in more highly paid roles. So, while there are 70% females and 30% males in our organisation, there are 35% males in management level roles, and 65% females. So whilst there are more females in these roles, the proportion doesn't reflect the organisation gender split.



Where will the results be published and what happens next?

We are required to publish the results on our own website and a government website by the end of the financial year, which has now been done.

The information, along with detailed analysis of the data, has been presented to the board and potential measures discussed.

The information will also be discussed at Joint National Committee (JNC) and Information & Consultation (I&C) for ideas as to how the gap, albeit small, could be addressed.

We also want to encourage discussion through team meetings.

Ultimately, any actions agreed as a result of this process will be fed into Foundations organisational strategy to address the gap. Areas of focus may include recruitment and career development opportunities.

