



Fu+ures



Gender Pay Report 2017 - 18

Introduction from John Yarham

I'm proud to be leading Futures through a significant period of growth. Our people are our greatest asset and we have always taken a position of equality about our recruitment and selection processes, and how we reward those who work for us. Our gender pay gap report, although only reported formally on an annual basis forms an important part of our people plan. Treating people fairly is what we're about and this report supports the work we do internally to ensure access to opportunities is not biased.

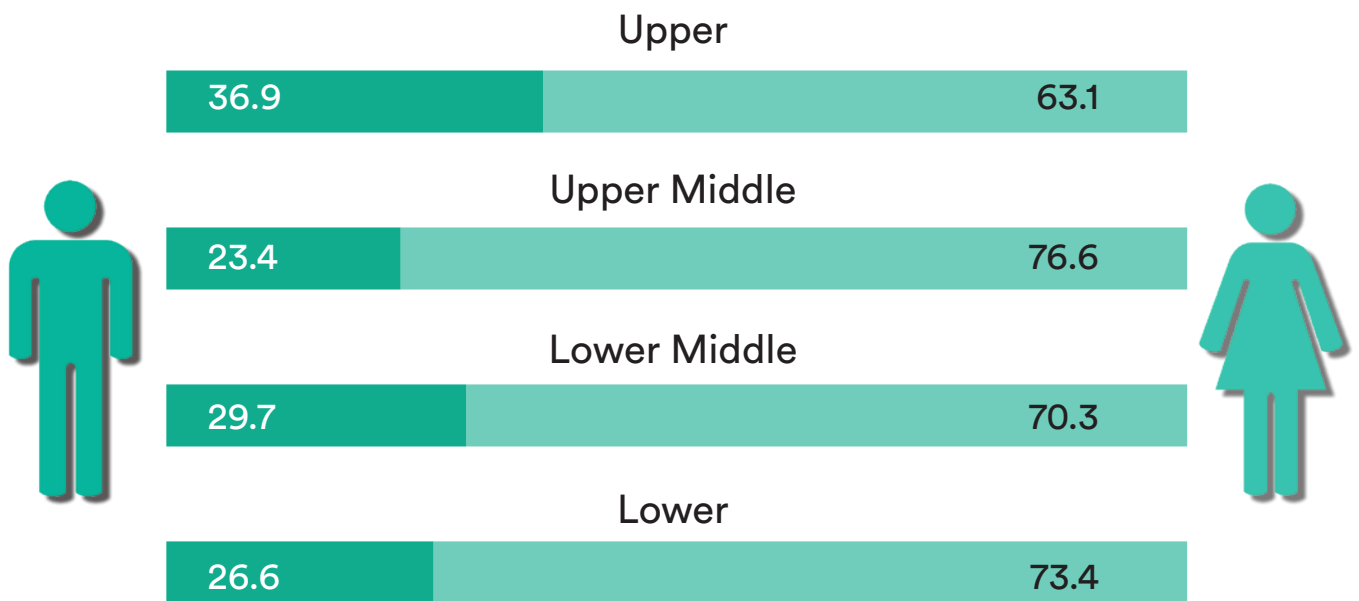
The Futures Management Group is made up of Futures for You, our work supporting vulnerable people and engaging individuals for work; Futures for Business and Futures Employment Solutions, providing skills for work and employer support.



Pay gap of employees by hourly rate of pay

	Male	Female	Difference
Difference in median pay	14.88	14.72	1.1%
Difference in mean pay	16.11	14.36	10.9%

Percentage of male and female employees by quartile pay band



Proportion of male & female employees receiving bonus pay

