



Fu+ures

Gender Pay Report 2019-20

Unlimited Possibilities

Introduction

At Futures, 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.

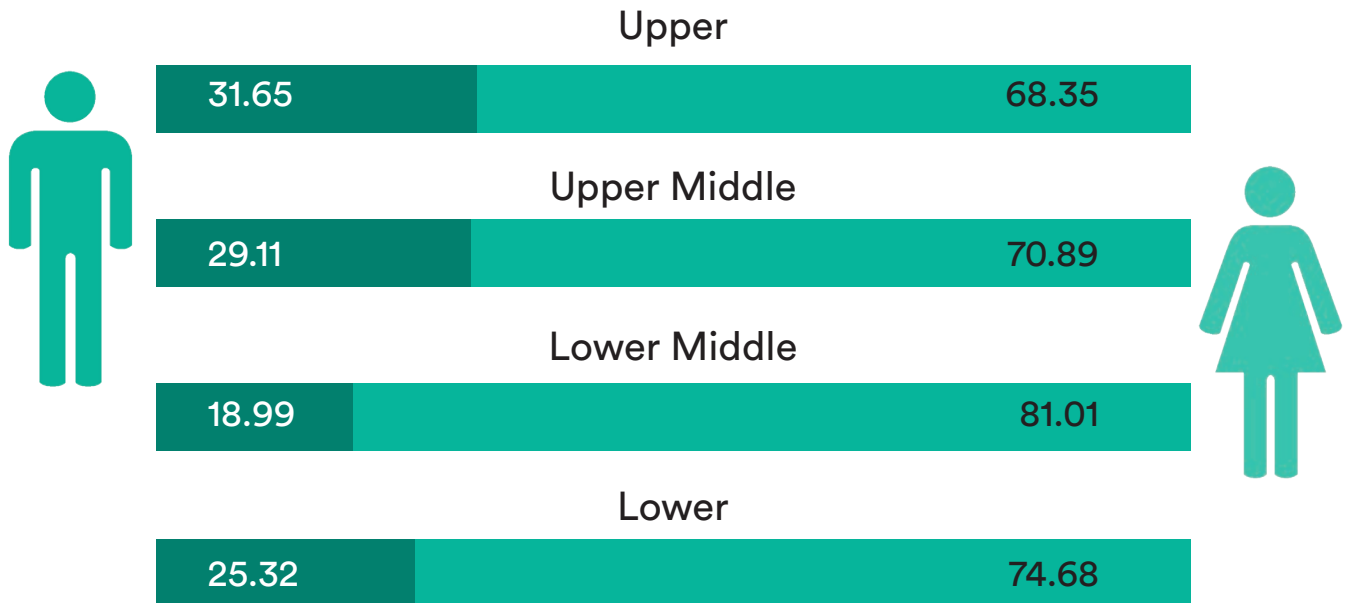
The Futures Management Group is made up of Futures for You, our work supporting vulnerable people and engaging individuals for work; Futures for Business and Futures Employment Solutions, providing skills for work and employer support.



Pay gap of employees by hourly rate of pay

	Male	Female	Difference
Difference in median pay	15.18	14.25	6.13%
Difference in mean pay	15.17	14.49	4.48%

Percentage of male and female employees by quartile pay band



Proportion of male and female employees receiving bonus pay



Our bonus payments (2020)

The mean bonus pay gap for 2020 was minus 167.6% and our median bonus gap was minus 154.1%. These figures relate to 5 bonuses which were paid in that year (4 males & 1 female). These figures represent the 4.8% and 0.5% of their populations respectively.