



Fu+ures

Gender Pay Report 2020-21

Unlimited Possibilities

Introduction

Futures aims to be a fair and inclusive employer that is able to attract and retain a diverse and talented workforce, enable all of its employees to fulfil their full potential at work and be rewarded accordingly. This extends to ensuring fair and equal pay between men and women who carry out the same jobs, similar jobs or work of equal value.

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.



We welcome the opportunity to enhance this commitment by publishing accurate information on the companies Gender Pay Gap that has been calculated according to the new reporting requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016.

We are delighted to announce that we have managed to reduce our average gender pay gap according to the latest figures attached for 2021.

Our 2020 report showed a mean pay difference of 4.83% with males being paid 68p more per hour. In our latest 2021, we are pleased to report this has reduced to 1.48% difference resulting in a difference of 22p per hour.

Taking the median statistics into consideration, in 2020 there was a pay difference of 6.13% with males earning 93p per hour more than females. **However, in our 2021 report our median pay difference is 0% meaning male & female colleague are paid equally using this measurement with a median average of £15.18 per hour.**

Bonuses in the company are limited to Executive Leadership Team members.

Whilst bonuses were received by more male colleagues in the two reports, there has been an increase in the number of women represented at an Executive Team level that will potentially contribute to a more even distribution of bonuses going forwards.

Proactive Measures

In order to encourage women to join Futures and to support them in employment where they can develop their careers and thrive, we also have a number of other initiatives such as flexi time and flexible working to provide a healthy work life balance. We have a number of staff working part-time hours and we actively promote job sharing opportunities.

We have also created a new Learning and Development team focusing on continuous professional development across the company to support staff in enhancing their skills to develop their careers internally and be promotion-ready for any internal opportunities.

To further reduce our gender pay gap we have also introduced a new pay & grading structure after a thorough job evaluation project utilising the expertise of an external company. The impact of this on the gender pay gap report will be seen in 2022. Having completed an equality impact assessment on this we are very encouraged by the results which demonstrate that females have been impacted favourably. We hope our recent positive trend in having no gender pay gap for median pay will also follow for mean and bonus pay in the future.

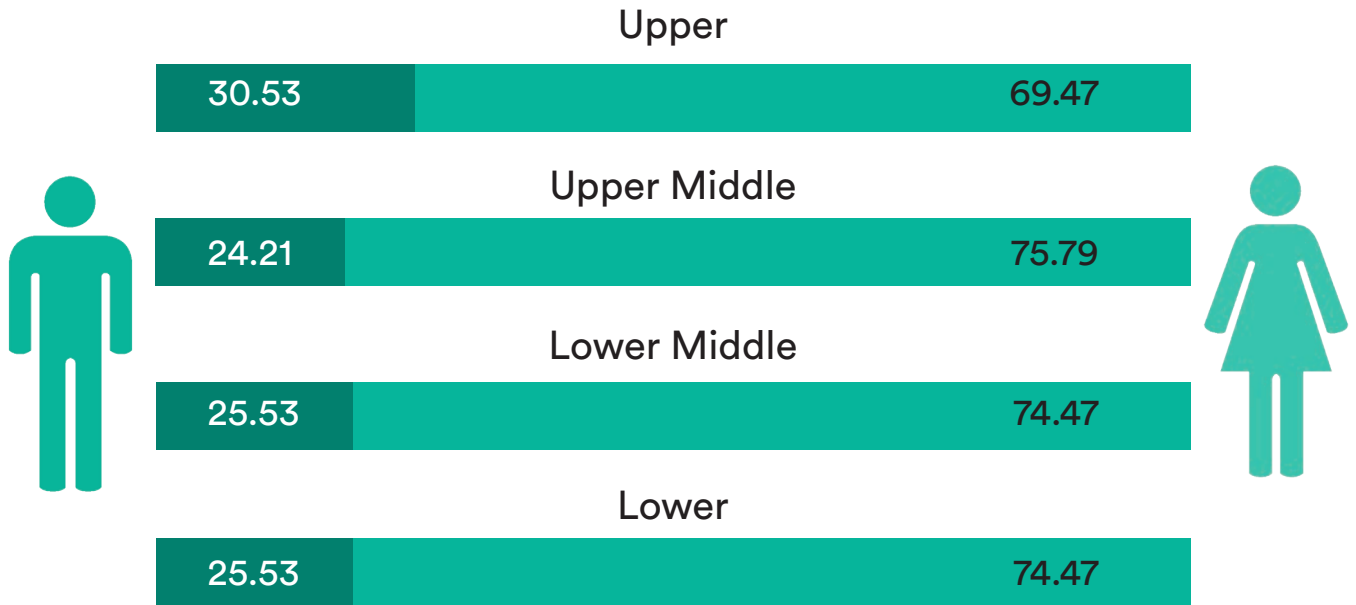
The 2021 report is a snapshot of March 31st 2021 when the gender split was 26.5% male and 73.5% female.

Currently our Executive Leadership Team has 3 positions being held by females (75%), 1 position held by a male (25%) with the remaining role an open vacancy.

Pay gap of employees by hourly rate of pay

	Male	Female	Difference
Difference in median pay	15.18	15.18	0.00%
Difference in mean pay	14.85	14.63	1.48%

Percentage of male and female employees by quartile pay band



Proportion of male and female employees receiving bonus pay



Our bonus payments (2021)

The mean bonus pay gap for 2021 was 100% and our median bonus gap was 100%. These figures relate to 2 bonuses which were paid this year both for males, this figure is reflective of 2% of the population they represent.