



Futures

Gender Pay Report 2021-22

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



Gender Pay Gap

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 2022 (Snapshot date of 31st March 2021). 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. We are pleased to confirm that our 2022 report has maintained a 0% median pay difference.

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 In our 2022 report, 1 bonus payment was made to a male colleague.

Proactive Measures

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 the 2023 gender pay gap report (snapshot date 31st March 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.

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



Our bonus payments (2021-2022)

In 2021-2022 only one bonus payment was made and this was to a male colleague which means the bonus gender pay gap is 100%.