



The Forward Trust Gender Pay Gap Statement 2021/22

Our hourly-rate mean pay gap is 8.8% in favour of males when compared to 7.9% last year and a 1% median gap in favour of males which is equal to last year. We believe that the reason behind the increase relates to an exercise completed during 2019-20 to ensure all employees were brought into our salary bands when compared to market rates.

According to the ONS, the gap between median hourly earnings for full-time male and female workers has increased due to the uncertainty of the pandemic, with an increase of 4.3% on a year earlier which was 8.9% among full-time employees and from 8.6% the year before. (Source: the Office for National Statistics)

Forward remunerates its employees via a pay banding system, ensuring fairness in our levels of pay with the flexibility to recognise relevant skills and experience within a pay band. We review our bands regularly against market competitors to ensure that we remain a competitive employer. We believe that this system allows us to address gender pay equality across the organisation. Additionally, to ensure we pay our employees fairly we have enrolled as a Real Living Wage Employer and report annually on our employee earnings.

Many of our contracts are government funded and as such we continued to adapt and deliver services throughout the pandemic. The 4.3% variance reported by the ONS does not appear to have affected our organisation.

As part of the mandatory reporting process, employers are required to publish the gender pay gap within their bonuses. Whilst Forward does not award 'bonuses' it does reward staff for their work through the annual recognition award process. There were more females (12.9%) than males (4.3%) which received bonus' with a -8.6% variance in favour of females.

Summary figures

Women's hourly rate is 8.8% lower (mean) and a 1% median

Top salary quartile has 36.5% men and 63.5% women

Upper middle salary quartile has 43.4% men and 56.6% women

Lower middle salary quartile has 40.4% men and 59.6% women

Lower salary quartile has 13.2% men and 86.8% women



Women's bonus pay is 8.6% higher than male bonus pay
4.3% of men and 12.9% of women received bonus pay

Forward remains committed to ensuring that we treat all staff fairly and as such we are embedding our Equality, Diversity and Inclusion (ED&I) framework within the business to ensure we have a framework that supports equal opportunities across the organisation. Additionally, we have restructured our Executive Team and Senior Management Team which has seen females move into new positions which has positively affected Upper Middle and Top Salary quartiles.

Future commitment

We are committed to continual monitoring of our data to inform our approach to equal pay and equal opportunities. We will continue to monitor our salaries against market rates and pay salaries in line with the skillset and specialism of the role regardless of gender.

We have identified ED&I specialist consultants to assist with the progression of our strategy across the organisation and will continue to use our ED&I framework to internally monitor and report quarterly to our Trustees on gaps and plans to monitor our progress in closing any gaps, which arise.

Signed by

A handwritten signature in black ink that reads 'M. Trace'.

Mike Trace, Chief Executive Officer

4th February 2022