

The Forward Trust Gender Pay Gap Statement 2024/25

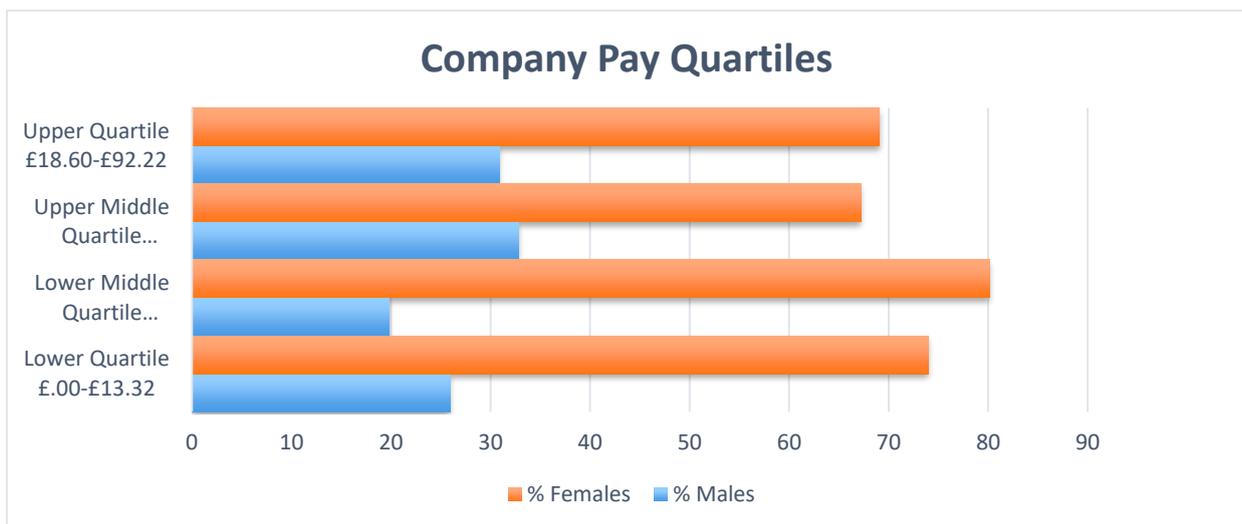
In line with Government legislation, as an organisation with over 250 ‘relevant employees’, this report covers a snapshot of our gender pay gap as of 5th April 2024.

The Forward Trust has reviewed the 6 key metric calculations as detailed by the gender pay gap guidance and can confirm the following:

- **Percentage of Men and Women in each hourly quarter**

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay.

The graph and table below shows the percentage of men and women in each quartile:



Quartile Analysis		
Quartile	% Males	% Females
Lower Quartile £.00-£13.32	26	74
Lower Middle Quartile £13.33-£15.03	19.8	80.2
Upper Middle Quartile £15.03-£18.56	32.8	67.2
Upper Quartile £18.60-£92.22	30.9	69.1



At Forward, Women make up the largest proportion of colleagues in all quartiles, these figures are based on 557 woman employees compared to 213 male employees. Women are also more likely than men to work part-time, and part-time employees tend to have lower pay

When comparing these percentages to the previous years' snapshot we are able to identify that the Upper Quartile is slowly increasing each year.

The increases are a positive upward trend driven by the recruitment of more women in to senior management positions in the company.

- Upper Quartile 2021/22 (36.5% Males, 63.5% Females)
- Upper Quartile 2022/23 (35.86% Males, 64.14% Females)
- Upper Quartile 2023/24 (30.4% Males, 69.59% Females)

Notably, the upper Middle and Lower Middle quartile has seen fluctuations during these snapshots in previous years but now has a slow rise towards females.

- Upper Middle 2021/22 (43.4% Males, 56.6% Females)
- Upper Middle 2022/23 (35.62% Males, 64.38% Females)
- Upper Middle 2023/24 (32.8% Males, 67.2% Females)
- Lower Middle 2021/22 (40.4% Males, 59.6% Females)
- Lower Middle 2022/23 (26.71% Males, 73.29% Females)
- Lower Middle 2023/24 (19.8% Males, 80.2% Females)

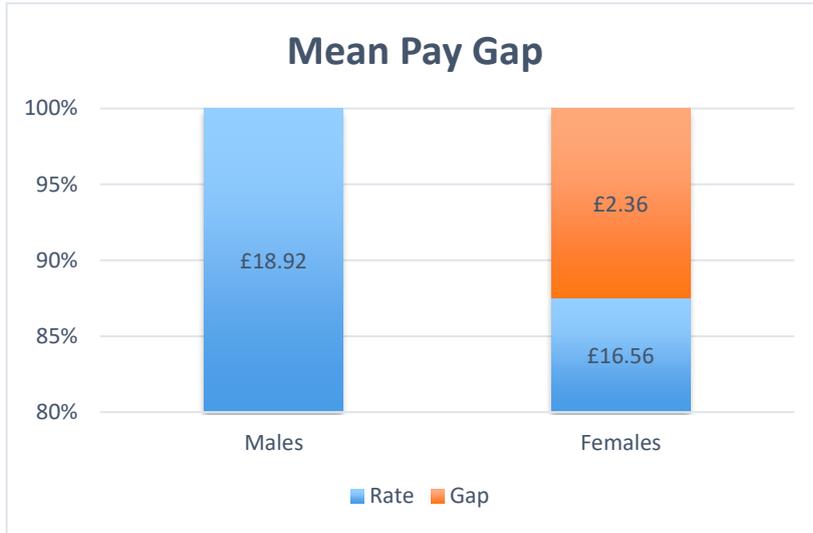
Whilst the Lower quartile has seen a decrease in females when compared to the previous years' snapshot, we believe this is due to an increase of female promotions at Forward.

- Lower 2020/21 (16.4% Males, 83.6% Females)
- Lower 2021/22 (13.2% Males, 86.8% Females)
- Lower 2022/23 (26% Males, 74% Females)

- **The difference in the mean (average) hourly pay gap.**

The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

The pay gap percentage for this year is 12.5% in favour of Male employees compared to last years which was 11.97% also in favour of the male employee with a 0.53% Increase. Although this is still in favour of the male employee we are seeing a decrease in the gender pay gap. This means that for every £18.92 a man earns, a woman earns £16.56 a difference of £2.36

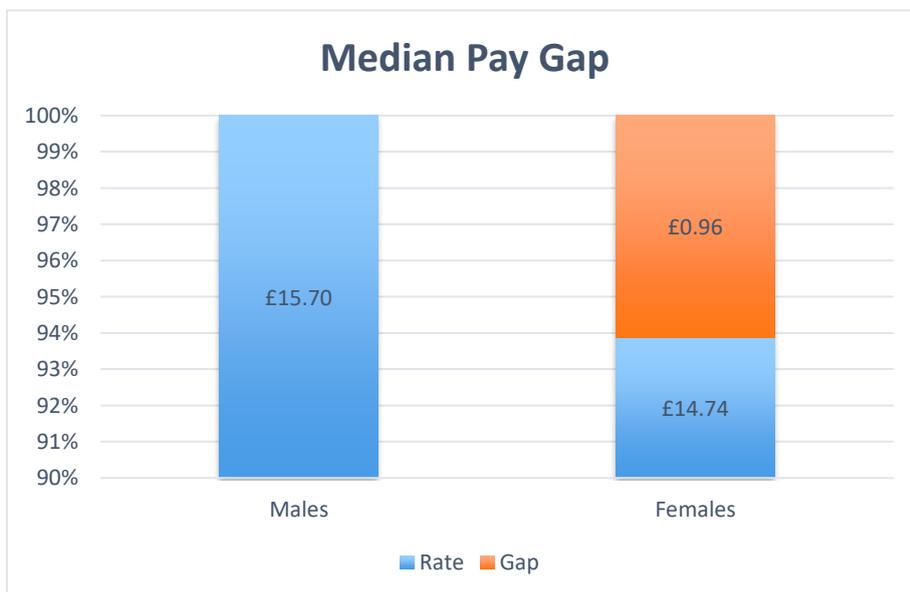


Mean Hourly Pay		
Gender	Rate	Gap
Males	£18.92	
Females	£16.56	£2.36

- **The Median Gender Pay Gap for hourly pay.**

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of males and females. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary for males and females to identify any gap.

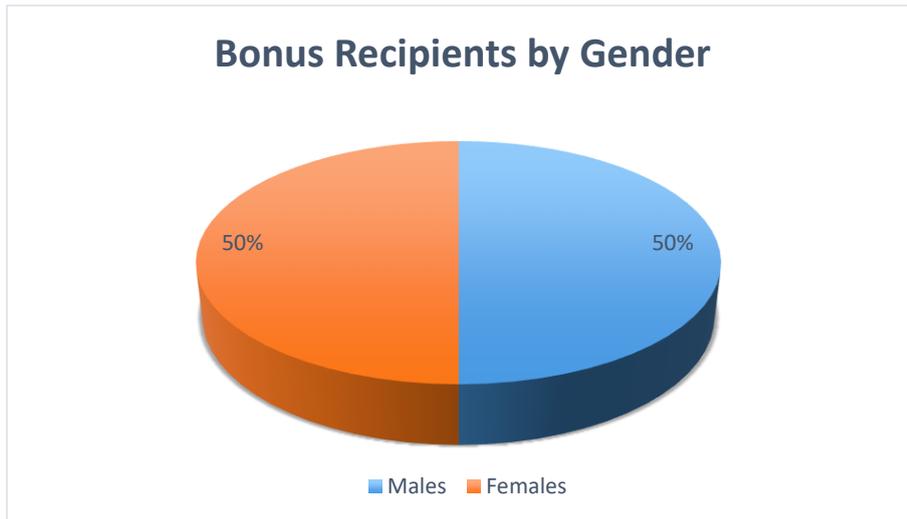
The Gender pay gap percentage for the median pay is 6.1% in April 2024 with males £15.70ph and females £14.74ph. The Medium pay gap is generally regarded as more representative than the mean pay. This means for every £1.00 a male employee earns a female employee earns £0.96p.



Median Hourly Pay		
Gender	Rate	Gap
Males	£15.70	
Females	£14.74	£0.96

- **Percentage of men and women receiving bonus pay.**

Although The Forward Trust do not award performance related bonuses, however, during the period covered by this snapshot, Forward awarded an interim cost of living bonuses to all London based prison employees to encourage retention in these particularly difficult to recruit projects.



- **Mean (average) gender pay gap for bonus pay.**

The mean is calculated by adding up the bonuses of all relevant male employee which received a bonus and dividing the figure by the number of employees and repeating for females, then subtracting females from males and working the result into a percentage.

Our analysis highlighted that there is no gender pay gap for bonus pay.

- **Median gender pay gap for bonus pay.**

Our analysis identified no gap between Male and females at The Forward Trust. This means that, when using the median, women and men are equally paid bonuses.

Bonus Pay Gap	
Males	Females
100	100

Conclusion.

As a real living wage employer, the Forward Trust 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.



In 2024/25 we will continue to use the data to improve closing our gender pay gap, There is still much to learn and much to improve on. We will also take measures to improve our recruitment/selection and retention of a diverse work force.

Signed by

A handwritten signature in black ink that reads 'M. Trace'. The signature is written in a cursive, slightly slanted style.

Mike Trace, Chief Executive Officer

24th March 2025