



The Forward Trust Gender Pay Gap Statement 2023/24

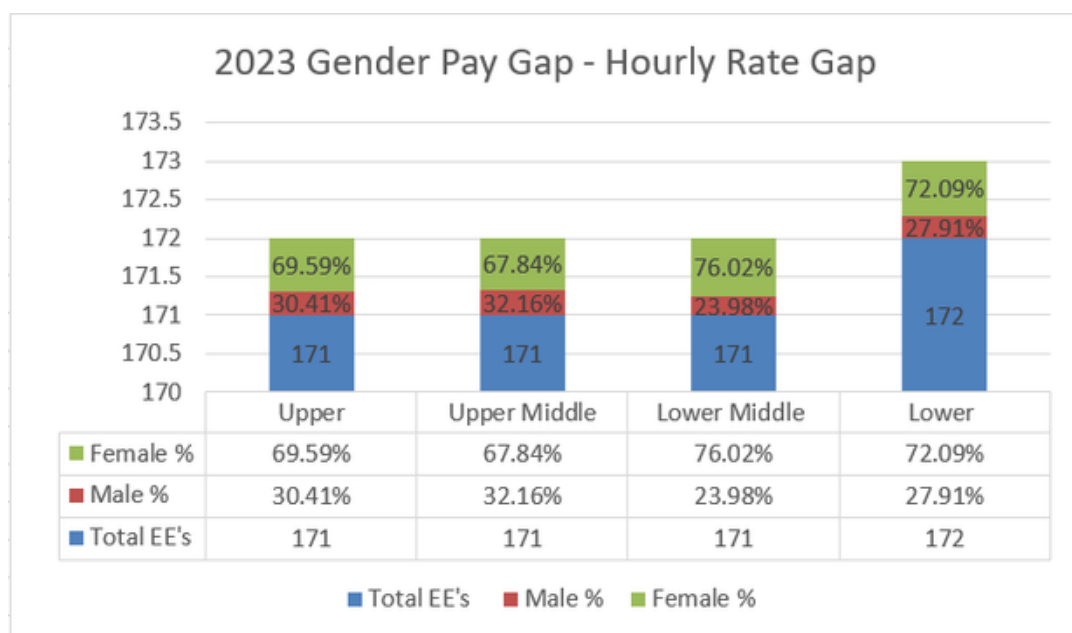
In line with Government legislation, as an organisation with over 250 'relevant employees', this report covers a snapshot of our gender pay gap as of 5th April 2023.

The Forward Trust has reviewed the six 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 below shows the percentage of men and women in each quartile:





At Forward, women make up the largest proportion of colleagues in all quartiles, these figures are based on 489 woman employees compared to 196 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 2020/21 (48.3% Males 51.7% Females)
- Upper Quartile 2021/22 (36.5% Males, 63.5% Females)
- Upper Quartile 2022/23 (35.86% Males, 64.14% 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 2020/21 (36.1% Males, 63.9% Females)
- Upper Middle 2021/22 (43.4% Males, 56.6% Females)
- Upper Middle 2022/23 (35.62% Males, 64.38% Females)
- Lower Middle 2020/21 (27.9% Males 72.1% Females)
- Lower Middle 2021/22 (40.4% Males, 59.6% Females)
- Lower Middle 2022/23 (26.71% Males, 73.29% 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 (28.96% Males, 71.3% 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 11.87% in favour of male employees compared to last years which was 12.97% also in favour of the male employee with a 1.10% decrease. 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 £1.00 a man earns a woman earns £0.88p.



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 4.57% in April 2023 with males £15.16ph and females £14.47ph. 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 £0.95p.



Percentage of men and women receiving bonus pay

Although The Forward Trust do not award performance related bonuses, during the period covered by this snapshot, Forward awarded cost of living bonuses to all employees that earned under a basic salary £50K per annum.



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 the gap of 16.2% in favour of Males, this means that, using the mean (average), that for every £1 bonus earned by a man at the Forward Trust, females are paid £0.95 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.



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 addition, we have engaged Equality, Diversity and Inclusion consultants to assist us on our journey to ensure equal opportunities exist within the organisation including our Trustee Board.

In 2023/24 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.

Which will involve the recruitment of a Head of EDI, who will report into our CEO and bring specialist knowledge into the organisation, develop specific employee forums, including a women's forum. This in conjunction with our Town Hall meetings, we hope we will continue having a positive effect in supporting, developing and educating our work force.

Signed by

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

Mike Trace, Chief Executive Officer

12th July 2023

