



Gender Pay Reporting (FCA) – for year April 2021 to April 2022

INTRODUCTION

FCA is carrying out Gender Pay Reporting, in response to the *Equality Act 2010 (Gender Pay Gap Information) Regulations 2017*. This involves us analysing pay and honorarium data and then identifying any gender pay gap. In doing so however, we have not published individual employees' confidential salary data. This statement shows the gender pay gap as at 5 April 2021 when our workforce consisted of only 37 men compared to 243 women.

ANALYSIS

In common with other organisations in the care sector, our company is predominantly female. The extremely high ratio of women to men had an effect on our figures as 88% of our workforce was female; and women outnumbered men at all levels in the company.

The gender imbalance in the workforce affected the gender pay gap in two ways: in our hourly pay rate and in honorarium payments.

HOURLY PAY

The mean average hourly rate for women was lower by 9% compared to men's. This gap was caused by the very small number of highest earners (who are part of the management team) and are all male, while the percentage of females in the upper quartile has remained high at 85%. The gap in the other quartiles either favoured women or else was marginal or does not show that women earned less than men for doing the same job.

The median (or midpoint) hourly rate for women was lower by 7% compared to men's.

	In April 21 women's earnings were (FCA):
Mean gender pay gap in hourly pay	9% lower
Median gender pay gap in hourly pay	7% lower

HONORARIUM PAYMENTS

From April 20 to April 21, 1% of women received honorarium payments compared to 0.5% of men.

These gaps are explained by the smaller numbers of honorarium payments which has affected the statistical reporting as there were 7 made in total (i.e. 5 women and 2 men) and the majority of employees did not receive an honorarium payment.



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Summary

Pay levels are determined by a number of factors, including the general economic climate, company financial performance and budgets. Furthermore, we have continued to award a low number of discretionary honorarium payments as these can be subjective in their application and have focused instead on basic pay and benefits across the company.

Overall our figures do not show that male and female employees are paid differently for the doing the same or similar job roles but do highlight the proportional disparity in gender across our workforce. Having a predominantly female workforce means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap.

As an equal opportunities employer we firmly believe in appointing the best candidate into the role, regardless of their gender or any other factors.

Declaration

I confirm that our data has been calculated according to the requirements of the *Equality Act 2010 (Gender Pay Gap Information) Regulations 2017*.

Name: Robert Brady

Job title: HR Director, Foster Care Associates

Signature: