



**2023 / 2024**

**GENDER PAY  
GAP REPORT**



02380 230 400



hello@fairways.co



www.fairways.co

## Introduction

The UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires employers with over 250 staff to publish their gender pay gap both on the organisation’s website and the designated government website. The information reported is the difference between the average earnings of male and female employees in our organisation on 5th April 2023 (the snapshot date); it does not involve publishing individual employees’ data.

The gender pay gap shows the difference in average pay between women and men, regardless of their role. This is different to equal pay, which requires that women and men who do the same or similar jobs, or work of equal value, are paid equally.

Fair Ways supports gender pay gap reporting and what this sets out to achieve. We appreciate that we have work to do to close the gap and are committed to developing a deeper understanding of the reasons for our gender pay gap and to creating and implementing an appropriate plan to help us make positive changes. As this is the sixth year of reporting data, we are taking the opportunity to reflect on our results in that time.

**Table 1 - Headline Pay Gaps**

	18/19	19/20	20/21	21/22	22/23	23/24
Median Pay Gap	+16.9%	+21.3%	+15.4%	+18.6%	+25.56%	+20.46%
Mean Pay Gap	+3.0%	+21.5%	+11.0%	+14.3%	+17.14%	+13.75%

The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees. A pay gap preceded by ‘+’ favours men whilst a pay gap preceded by ‘-’ favours women.

Of the six years’ data available to us, we have reported a fluctuating trending our mean pay gap with this year’s figures showing a reduction in the gap on the last year. Equally, there is a significant reduction in our bonus pay gaps. The median pay gap has also fluctuated albeit at consistently lower gap and reflects both the inherent gender balance of our workforce, typically found within the care sector.

We are encouraged by this early evidence; we recognise that we have further work to do. The 2023/24 data is probably influenced by members of the Operations Board of Directors where 2 of the 7 members are female.

However, in 2022 the Charity established a Senior Leadership team that sits just below the Operations Board. This forms part of the succession planning for Fair Ways, and now has 7 women of the 10 members in this team. Over the longer term, this strategic planning will positively impact the Gender Pay Gap and reaffirms Fair Ways commitment to do so.

Due to the way the gender pay gap is calculated, it is important to understand the concentration of male and female colleagues in different pay brackets across the organisation, differences within those pay brackets and the factors that can influence this, both internal and external to Fair Ways. This can, for example, include societal expectations of women to be primary care givers in the home and the impact time out of the workplace can have on a woman’s long-term opportunity for career progression.

**Table 2 - Pay Quartiles**

23/24 Pay Quartiles	Female	Male
Upper Quartile	64%	36%
Upper Middle Quartile	65%	35%
Lower Middle Quartile	81%	19%
Lower Quartile	79%	21%

As demonstrated in Table 2, there is a strong representation of women in the two upper quartiles of the business suggesting that women are well represented in the higher Pay Bands of our pay framework. Women occupy 64% of the highest-paid jobs which is a slight increase from 2022/2023 data and 79% of the lowest-paid jobs.

However, there is also a statistically significant over-representation of women in the two lower quartiles (and lower Pay Bands of our pay framework) which has a significant impact on the average pay of women across the business, contributing to the pay gaps we have reported. This position is very common in the healthcare sector across the UK and other countries, that sees a high proportion of women in caring professions and often in the lower pay quartiles. For these reasons this may be the impact on Fair Ways pay gaps reporting for many years.

**Table 3 - Bonus Pay Gaps**

	18/19	19/20	20/21	21/22	22/23	23/24
Median Pay Gap	+75.8%	+75.8%	-11.75%	+34.1%	+40.12%	-45.08%
Mean Pay Gap	+75.2%	+75.2%	+17.65%	+66.0%	+24.55%	-14.11%

Fair Ways does not employ a bonus culture as a Charity and there are a relatively small number of colleagues in receipt of bonus payments. In the year, as part of the cost-reduction programme, Directors did not receive their full remuneration package, which is represented in the data. Fair Ways has seen an increase in female recognition one-off payments, linked to key organisation projects.

Fair Ways is wholly committed to reducing all pay gaps and the past six years we have seen the charity focused on a policy of flexible working for women, especially those returning to work for childcare reasons. This focus is aimed at encouraging all women, including those in more senior roles, to return to work or remain at work through greater support and flexibility.



Fair Ways has also invested hugely in training and especially the reintroduction of leadership courses. For those that are able, Fair Ways encourages hybrid working which supports our flexible working agenda. In addition, the Charity continues to support the Wellness and Mental Health of our employees.

It is expected that this flexibility will disproportionately benefit women employees and provide greater career options. Since COVID, we have continued to support hybrid working and this has led to a far greater flexible work environment.

Fair Ways will continue to positively support pay gap reporting and also continue in our efforts to reduce gender pay gaps through the promotion of gender equality. We reaffirm our commitment to treat all employees equally and to promote a diverse and inclusive culture and we will explore ways of enabling flexible working to suit employees' lifestyles wherever possible. The HR team will continue to review recruitment and development practices to ensure females are encouraged into higher paid roles, and we have a diverse workforce, and all recruiters are suitably trained to recognise the potential they may have for unconscious bias in recruitment decision making.

Fair Ways charity is committed to addressing the barriers that can make it difficult for women to progress their careers to senior levels as well as addressing the overall gender imbalance experienced at all levels across the care sector. Our director and senior leadership teams today reflects a greater gender balance.

Investing in our people and their potential is one of our strategic priorities and we are building a diverse environment where people feel valued, are invested in and can flourish in order to provide the best outcomes for the individuals in our care. As we grow, we recognise that we need engaged employees performing at their best and the future relies on our people.

I confirm the gender pay gap data contained in this report is accurate as of the snapshot date, 5th April 2023.