

The Forward Trust Gender Pay Gap Statement 2019/20

Our hourly-rate mean pay gap is 2.2% and our median is equal between male and female employees, this has improved on our figures identified in the 2018/19 snapshot, which had hourly-rate gaps of 5.13% and 2.86% respectively. We believe the reason behind this analysis was due to the percentage award of annual uplifts being higher for lower rate earners than higher rate earners.

According to the ONS, the gap between what UK male and female workers earn – based on median hourly earnings for full-time workers – has increased slightly to 8.9% among full-time employees in 2018, 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.

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. The mean difference was 42.2% with the median being 78.6% in favour of male employees.

Summary figures

Women’s hourly rate is 2.21% lower (mean) and an equal median

Top salary quartile has 42% men and 58% women

Upper middle salary quartile has 36.5% men and 63.5% women

Lower middle salary quartile has 26% men and 74% women

Lower salary quartile has 22% men and 78% women

Women’s bonus pay is 36.1% lower than male bonus pay

43.9% of men and 7.8% 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.

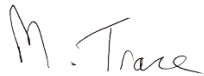
Future commitment

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 will use our ED&I framework to internally monitor and report quarterly to our Trustees on gaps and plans to assist in closing any gaps, which arise.

We will be monitoring our equality pay gap to identify roles which present inequalities and understand how we can bridge any gaps identified.

Signed by



Mike Trace, Chief Executive Officer

6th February 2020