



2019 Gender Pay Gap Report

Alternative Futures Group (AFG)

Welcome to our 2019 Gender Pay Gap Report



Hi there, I'm **Ian Pritchard** - Chief Executive Officer at Alternative Futures Group (AFG).
I'm delighted to be able to share with you our Gender Pay Gap report for 2019.

This is our third Gender Pay Report, and I delighted to see that our Gender Pay Gap has continued to fall for another year with our mean pay gap being just 0.13%. There is still a marginal lean towards higher pay for male colleagues, but this accounts for a £0.01 difference this year.

In April 2020, we will relaunch our People & OD Strategy for the next five years. Our refreshed strategy will build on the great work we have started, and we will continue to focus on the Amazing People that we work with – this will include investment in the skills, gifts and talents of our people and we hope to see further improvements in our GPG data again next year!

As an organisation, our Values are really important to us, and we believe in fairness, inclusiveness and equality of opportunity in all that we do.

Our Gender Pay Report Declaration...

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

A handwritten signature in black ink, appearing to read 'I. Pritchard'.

Ian Pritchard

AFG Chief Executive Officer (CEO)



Background to the Regulations and Pay Gap?

Background to the Gender Pay Regulations

On the 1st April 2017 the Government introduced *The Equality Act 2010 (Gender Pay Information) Regulations 2017*. The regulations require that any private, voluntary and public sector employers that have 250 or more employees on the snapshot date of 5th April each year must calculate and publish their Gender Pay data.

The regulations set out a clear framework for the consistent calculation and reporting of Gender Pay differences (a summary of the reportable measures is provided to the right of this page).

What is the Gender Pay Gap?

'Equal Pay' and 'Gender Pay' are often confused, but are very different measures of pay. Equal pay has thankfully been unlawful for many years and relates to the difference between individuals or groups performing the same or similar work. Gender Pay difference however relates to the average earnings for men and women, regardless of their role or seniority.

The Office for National Statistics (ONS) report in October 2019 that the gender pay gap was 8.9% among full-time employees. The gap among all employees is however higher (17.8%), driven by more women working in part-time jobs, which are lower paid (an average hourly rate is £9.36 compared with £14.31 for full-time jobs). ONS outline that Gender Pay differences can vary across sectors and at senior levels within an organisation. Industries such as Finance or ICT historically have more male employees than female and will therefore have a wider pay gap, whereas the Health and Social Care industry typically has a broader female population and would expect a lower pay gap as a result.



What are the measures?

The MEAN Gender Pay Gap

Compares the average hourly rate for men/women by adding all hourly rates and dividing by the headcount for that gender at the snapshot date

The MEDIAN Gender Pay Gap

The Median GPG takes the middle value from a sorted list of hourly rates of pay for each gender and compares the difference between genders

The MEAN BONUS GPG

Considers the Mean difference between the bonus pay received for men and women over a twelve month reference period leading to 5th April 2017

The MEDIAN BONUS GPG

Considers the difference between the Median (midpoint) bonus pay for each gender over twelve month reference period leading to 5th April 2017

The Proportion of Men / Women Receiving a Bonus

Two calculations that show the proportion of men and women that received any form of bonus over a twelve month period against the total relevant employees for that gender

The Proportion of Men / Women in Pay Quartiles

This measures sorts the average hourly rate of pay as a single list and divides employees into four equal pay quartiles. The proportion of male and female employees in each quartile is reported

A written statement is required to confirm the accuracy of the submission as a minimum. Employers also have the option to publish an accompanying narrative.

Our Mean & Median Gender Pay Gap

Our MEAN Gender Pay Gap

  0.13%

Our *Mean Gender Pay Gap* shows the difference between the mean hourly rate of pay that male and female employees receive. At the snapshot date of 5th April 2019, our Mean GPG showed that female workers earned just 0.13% - this is a 1.31% reduction from 1.44% in April 2018, and a 1.4% reduction since our first report on April 2017 (1.53%).

The mean average for each gender is calculated by adding the standard hourly rates of all men and dividing this figure by the number of male employees to create a standard male hourly rate. This exercise is then repeated for female workers.

On average, female workers within our organisation have an hourly rate of pay of £9.63 per hour, compared to an average of £9.64 per hour for men.

Our MEDIAN Gender Pay Gap

        0.0%

Our *Median Pay Gap* at the snapshot date was 0.0% (no change to 2018)

Our Median Pay Gap takes the middle pay value from a sorted list (lowest-to-highest hourly rate of pay) for each gender. The difference between the mid-point average rate of pay for male and female workers then provides the Median Gender Pay Gap.

When considering our data for 2018, the Median hourly rate of pay for male workers was £8.21, and the same for female workers (National Minimum Wage for 2019/20) – * see footnote



As a registered charity, the long-term sustainability of our business is a key consideration for us so that we are able to continue to provide a high quality service to the people we support. As such, a large proportion of our people are paid the National Minimum Wage. This can be seen within our Median Gender Pay Gap of 0.0% as both genders have a mid-point average hourly rate of pay of £8.21. Although we do pay the NMW, as an employer we pay the 'National Living Wage' of £8.21 to all eligible employees regardless of their age.

Our Bonus Gender Pay Gap

The MEAN BONUS Gender Pay Gap

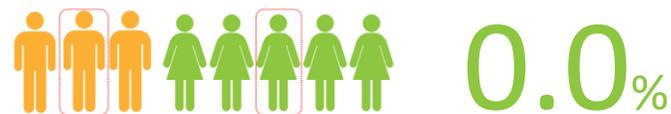


Our *Mean Bonus Gender Pay Gap* shows the difference between the mean bonus pay that male and female employees received over a twelve month period leading to 5th April 2019.

The mean bonus pay average for each gender is calculated by adding all bonuses received and dividing this by the number of people of that gender that received a bonus.

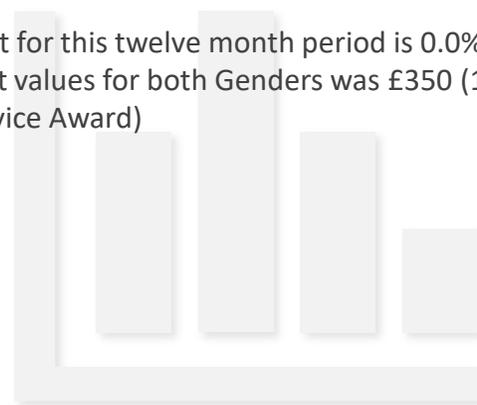
In the twelve months leading to 5th April 2019, 63 female, and 36 male colleagues received a bonus (In the form of a Long Service Award or Credit Where Credits Due (CWCD) Vouchers). During the 12 month reference period, proportionally less male colleagues (4.6% compared to 4.9%) received Long-Service Awards. This accounts for the lean towards female colleagues earning more through bonuses.

Our MEDIAN BONUS Gender Pay Gap



The MEDIAN Gender Bonus Gap takes the middle pay value from a sorted list of bonus payments received by each gender during the twelve month period leading to the 5th April 2019 (lowest-to-highest). The difference between the mid-point average rate of pay for male and female workers then provides the Median Bonus Gender Pay Gap.

Our result for this twelve month period is 0.0% as the mid-point values for both Genders was £350 (10 year Long Service Award)



Proportion of Men/Women Receiving a Bonus



This measure considers the percentage of male and female colleagues that received a bonus in the twelve months leading to 5th April 2019 as a percentage of the total 'Relevant Employees' for that gender.

The 'Relevant Employees' refers to the headcount at the snapshot date – which was 2,088.

During this period, 36 male colleagues received a bonus out of 723 relevant male workers (4.9%);

During this same period, 63 female colleagues received a bonus out of 1,365 relevant female workers (4.6%)

As mentioned the higher value bonus payments relate to Long Service Awards. During this reporting period, female workers typically reached milestones in their service more frequently than male colleagues – hence the disparity between the higher percentage of female colleagues receiving an award when compared against the 'mean bonus gap'

The Gender Pay Regulations definition of 'Bonus Pay' extends the usual determination to include profit sharing, productivity, performance, incentive and commission. The data must also include benefits received in the form of cash, vouchers or securities. Typically, AFG do not pay bonuses to our employees, however we do recognise the commitment and loyalty of our people through 'Long-Service Awards' and 'Credit Where Credits Due' Vouchers. Long Service Awards are paid at £350 for 10 years' service and £500 for 25 years. CWCD Vouchers are paid in denominations of between £10 - £50 as appropriate to the act being rewarded.

Proportion of Men and Women in Quartile Bands

What do our quartile bands tell us?

This measure shows the proportion of male and female full-pay relevant employees in four quartile pay bands which is completed by dividing the workforce into four equal parts. All relevant full-pay workers at the snapshot date are sorted by hourly rate (lowest to highest). This measure is particularly useful to demonstrate if there are any specific pay gaps in more senior roles within the organisation.

Provided below is a summary table of the proportion of male and female workers within AFG at the snapshot date of 5th April 2019.

	Female		Male		Total Headcount
Q1 - Lower	64.2%	335	35.8%	187	522
Q2 - Lower Middle	64.2%	335	35.8%	187	522
Q3 - Upper Middle	64.2%	335	35.8%	187	522
Q4 - Upper	69.0%	360	31.0%	162	522
Grand Total	65.4%	1,365	34.6%	723	2088

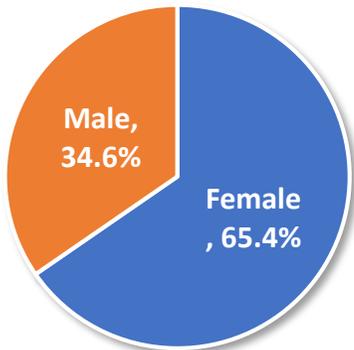
Note - Data includes % value and headcount values

At the Snapshot date in April 2019, AFG had 2,088 full-pay relevant employees (2,366 relevant) . At this point in time, 1,905/80.5% of our workforce were Support Workers, and 1,899 (80.0% of our relevant employees) received National Minimum Wage of £8.21 per hour.

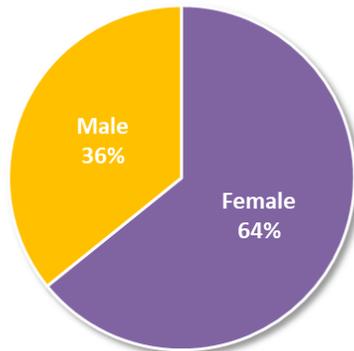
Female representation within AFG in April 2019 was 65.9%.

The results for AFG in April 2019 show that female representation across Q1 – Q3 was 64.3% on average, with 69.0% representation in the Upper Quartile. This is an increase of female representation in the Upper Quartile (from 68.4% in April 2018) is a very reassuring result which shows that female colleagues are well represented across the organisation and particularly within more senior roles.

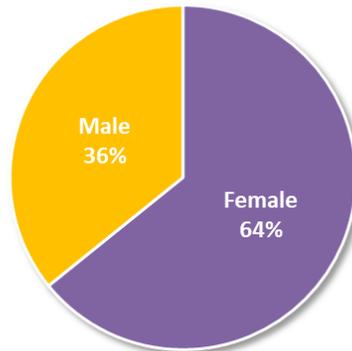
Total Male / Female Representation



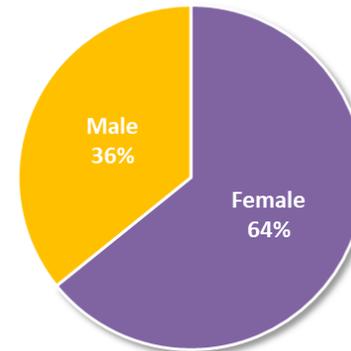
Q1 - Lower



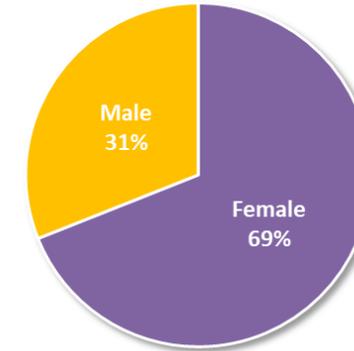
Q2 - Lower Middle



Q3 - Upper Middle



Q4 - Upper



What next...?

How will we use our Gender Pay Data?

Our Gender Pay Gap is in a good place compared to the national average (0.13% in AFG, compared with 8.9% nationally). Our basic pay is largely comparable for our male and female colleagues, with just a £0.01 difference on average basic pay.

This starting position shouldn't be the end of our focus, as a minimum we need to retain this position, however to be a market leader we now aspire to turn our GPG into a positive lean towards our female colleagues who across the country are still under-represented.

We are about to relaunch our People & OD Strategy for the next five years. A large focus of this is on skills development, performance and succession planning. This is a great opportunity for us to invest in our entire workforce and to celebrate the diversity that already exists in our organisation.

New ways of recruiting talent will also enable us to be more flexible in our approach, and by reaching out to new candidate pools and targeting under-represented groups such as re-joiners.



**GENDER
PAY GAP**

Closing it together

☎ 0845 0176 744

✉ mail@alternativefuturesgroup.org.uk

🌐 AlternativeFuturesGroup.org.uk

🐦 [AFGsupport](#)