



Gender Pay Gap Reporting

Future Directions CIC is committed to addressing workplace barriers to equality and providing all employees with equal opportunities. Our strategic aim is to fully engage and value all our employees. We are a diverse workforce and we have worked collaboratively and successfully since the company became independent in 2015.

Across the UK there is currently an average gender pay gap between men and women's pay of 9.4% (i.e. women on average earn 9.4% less than men across the UK). As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website within one calendar year of April 5th 2017.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation is to eliminate any gender pay gap. The Company has always worked hard to ensure that there is a fair system of pay across the Company and this effort is evident in the results of our report.

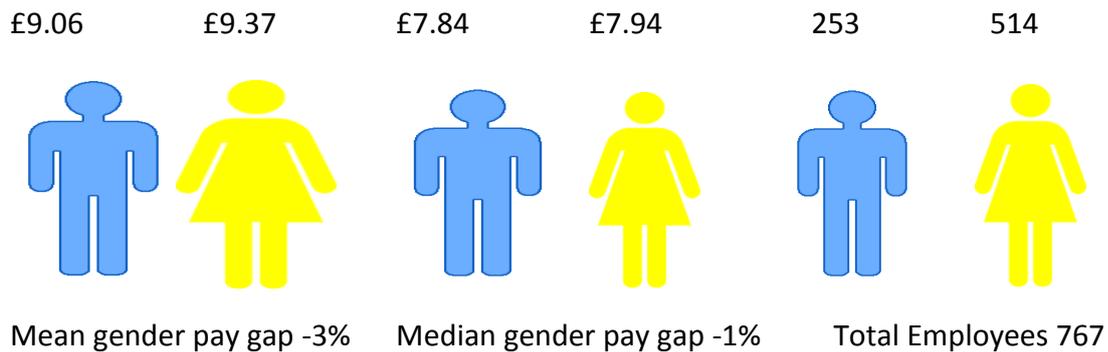
Gender Pay Reporting requires us to make calculations based on employee gender. We establish this by using our existing HR and payroll records.

In April 2017 the company employed 689 staff on permanent contracts and 78 staff on bank contracts. Of these, 253 were male and 514 were female.

Hourly Rates of Pay

The organisation found that there was a -3% Gender pay gap on mean salaries between male and female employees, and a -1% pay gap on the median basic hourly rate. This means that there is a very slightly higher rate of pay for female employees across the organisation as a whole. The mean and median bonus pay gap is zero as the company does not have bonus payments as part of reward structures.

The mean and median gender pay gap – based on an hourly rate of ordinary pay



Pay Bands

Below is the summary split of where male and females sit in terms of the quartile pay bands. We listed the salary of every colleague in order and split the list into four equal parts to give us our quartiles 1, 2, 3 & 4.

	Number of Male	% of Males	Number of Females	% of Females	Total staff
Quartile 1	62	32.12%	131	67.87%	193
Quartile 2	56	29.94%	131	70.05%	187
Quartile 3	70	36.08%	124	63.91%	194
Quartile 4	64	33.86%	125	66.13%	189

Note: The difference in total employee numbers shown in the data is as a result of the different methodologies that employers are required to use by the regulations. This will exclude some staff on reduced pay or unpaid leave.

SUMMARY

The figures shown in our gender pay-gap report show that the company has a pay structure and other processes which ensure that discrimination based on gender is not currently an issue within Future Directions CIC. We are confident that men and women are paid equally for doing equivalent jobs across our business.

Paula Braynion
Managing Director