

## Gender Pay Gap Report for Fair Ways (Snapshot Date: 5th April 2024)

### Introduction

Under the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with over 250 employees are required to publish their gender pay gap both on the organisation's website and the designated government website. The data reported reflects the difference in the average earnings of male and female employees in our organisation as of the snapshot date, 5th April 2024. It is important to note that this report does not involve publishing any individual employee data.

The gender pay gap measures the difference in average pay between women and men, irrespective of their roles. It is distinct from equal pay, which ensures that men and women are paid equally for doing the same or equivalent work.

Fair Ways supports gender pay gap reporting and acknowledges the transparency it brings. We recognise that there is work to be done to reduce the gender pay gap and are fully committed to understanding its root causes. This report outlines the gender pay gap trends and our continued efforts to address this issue, reflecting on the changes over the past seven years of reporting.

### Gender Pay Gap Data

As of 5th April 2024, Fair Ways had an employee headcount between 250-499 staff members. Below is a breakdown of the gender distribution across hourly pay quarters:

- **Upper Hourly Pay Quarter:** 31% men, 69% women (previous year: 36% men, 64% women)
- **Upper-Middle Hourly Pay Quarter:** 30% men, 70% women (previous year: 35% men, 65% women)
- **Lower Hourly Pay Quarter:** 23% men, 77% women (previous year: 21% men, 79% women)
- **Lower-Middle Hourly Pay Quarter:** 23% men, 77% women (previous year: 21% men, 79% women)

In terms of the overall gender pay gap:

- **Mean Gender Pay Gap (Hourly Pay):** 17% (previous year: 20.5%)
- **Median Gender Pay Gap (Hourly Pay):** 9.4% (previous year: 13.8%)

These figures indicate a reduction in the gender pay gap, both in the mean and median, reflecting a positive trend in narrowing the gap over the past year.

### Bonus Pay

Fair Ways does not operate a bonus culture. The data shown below specifically refers to one-off payments made to employees, such as referral / incentive payments where an employee may



‘refer a friend’ and receive an incentive payment for this. These payments are equally available to all employees and are only paid where an employee makes a successful referral. The gender pay gap in incentive payments is as follows:

- **Mean Gender Pay Gap (Bonus Pay):** 70.2%
- **Median Gender Pay Gap (Bonus Pay):** 36.5%

### **Commitment to Gender Equality**

Fair Ways is committed to addressing and reducing all forms of pay gaps, including the gender pay gap. Over the past seven years, we have made significant strides towards closing the gender pay gap, driven by a focus on flexible working, especially for women returning to work after maternity leave or for childcare reasons. We understand that greater flexibility, including hybrid working options, disproportionately benefits female employees, particularly those in more senior roles, allowing them to remain in or return to the workforce.

Additionally, we have invested significantly in training and development, including the reintroduction of leadership courses aimed at empowering women to take on higher-paid, senior roles. We continue to provide support for employee wellness and mental health, fostering an environment where our staff feel valued and supported.

### **Encouraging Career Progression for Women**

At Fair Ways, we are focused on addressing the barriers that can make it difficult for women to progress to senior levels. This includes creating policies that enable flexible working arrangements, ensuring that recruitment and development practices encourage the advancement of women into higher-paid positions, and training our recruiters to avoid unconscious bias during the hiring process.

Our efforts are beginning to show results. Both our director and senior leadership teams are demonstrating an improved gender balance, reflecting our commitment to a diverse and inclusive workforce. We are also focused on reducing the gender imbalance that exists within the care sector as a whole, where women have traditionally been underrepresented in senior roles.

### **Introduction of Menopause Mentors**

As part of our ongoing commitment to fostering an inclusive and supportive workplace, we have introduced Menopause Mentors to provide dedicated support for women experiencing menopause-related challenges at work.

We recognise that menopause can have a significant impact on an individual’s health, wellbeing, and performance at work. By introducing Menopause Mentors, we aim to break the stigma, encourage open conversations, and ensure that those affected feel supported, understood, and empowered.

Menopause Mentors are trained team members who can offer guidance, share resources, and act as a confidential point of contact for colleagues seeking advice or simply someone to talk

to. This initiative not only supports women's wellbeing but also aligns with our wider strategy to retain and nurture talent at every stage of life and career.

Creating a menopause-friendly culture is a key part of our efforts to close the gender pay gap and promote gender equity.

### **Conclusion**

Fair Ways remains fully committed to reducing the gender pay gap and promoting gender equality across the organisation. We will continue to review and refine our practices to ensure that women have the support and opportunities to thrive, particularly in senior positions. Our focus on flexible working, leadership development, and diversity and inclusion will remain central to our strategy as we strive to create a workforce where all employees are treated equally, feel valued, and can flourish.

We are proud of the progress we have made, but we recognise that there is still work to be done. By investing in our people and providing an inclusive and supportive environment, we believe that Fair Ways will continue to make a positive impact and provide the best outcomes for the individuals in our care.

A handwritten signature in black ink, appearing to read "G Webb".

Gareth Webb

Managing Director