

**Framework Gender Pay Gap**

As Framework employs more than 250 employees, it is required by the Gender Pay Gap legislation introduced in April 2017, to publish information on its Gender Pay Gap for employees. This will be the eighth time it has done so.

**Framework’s Gender Pay Gap**

Framework employs approximately 1,000 people. They are remunerated through various pay, grading and reward structures, including Framework’s own system (for most staff), Agenda for Change (A4C) and others arising from TUPE transfers such as Probation and We Are With You (WAWY).

The majority of salaries are set within the boundaries of Framework’s own pay structure. Within this, staff move through a pay grade based on their length of service and irrespective of their gender.

In accordance with the legislative guidance, those employees earning less than their full pay on the date of the ‘snapshot’ have been excluded from the calculations. This means those in receipt of sick pay, amongst others, are excluded. The percentage of employees excluded from this data set is approximately 28% this year.

The gender pay gap data for Framework, at the snapshot date of 5th April 2024, is:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **5th April**  **2024** | **5th April 2023** | **5th April 2022** | **5th April 2021\*\*** | **5th April 2020** |
| Mean gender pay gap | **5.32%** | **6.20%** | **7.16%** | 6.22% | 7.02% |
| Median gender pay gap | **0.00%** | **0.00%** | **4.85%** | 5.85% | 5.34% |
| Mean bonus gender pay gap | **Not applicable \*** | **Not applicable \*** | **Not applicable \*** | Not applicable\* | Not applicable\* |
| Median bonus gender pay gap | **Not applicable \*** | **Not applicable \*** | **Not applicable \*** | Not applicable\* | Not applicable\* |
| Proportion of male employees who received a bonus | **Not applicable \*** | **Not applicable \*** | **Not applicable \*** | Not applicable\* | Not applicable\* |
| Proportion of female employees who received a bonus | **Not applicable \*** | **Not applicable \*** | **Not applicable \*** | Not applicable\* | Not applicable\* |

\* Framework does not award bonuses

\*\* Incorrect data was previously reported in error, for April 2021

**Pay Quartiles by Gender**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Band \*\*\*** | **Males 2024** | **Females 2024** | **Males 2023** | **Females 2023** |
| Lower Quartile | 25.85% | 74.15% | 27.45% | 72.55% |
| Lower Middle Quartile | 39.71% | 60.29% | 34.80% | 65.20% |
| Upper Middle Quartile | 28.92% | 71.08% | 35.29% | 64.71% |
| Upper Quartile | 39.71% | 60.20% | 37.93% | 62.07% |

**(\*\*\* Proportion of Salaries for Males and Females appearing in each quartile of the pay structure)**

**Summary from the Senior Leadership Team at Framework**

The **mean** gender pay gap for Framework in 2024 is 5.32% which is a reduction of almost 1% from last year. This follows of a reduction of a similar amount 2022 to 2023 and is a positive trend. The figure of 5.32% is significantly lower than the mean gender pay gap for all UK employees in 2024 of 13.10%, as reported by the Office of National Statistics.

The **median** gender pay gap remains at 0.00% (it was 4.85% in 2022). This measure shows that there is no gap between male and female pay at the median point. In other words, female employees in the middle part of our pay structures earn the same as their male counterparts. By contrast, the median gender pay gap for all UK employees in 2024 was 13.1%, as reported by the Office of National Statistics.

In both measures, Framework is performing well when compared to the mean and median gaps reported for all UK employees. It is to be expected that the numbers will continue to fluctuate in the coming years.

**Actions influencing the Gender Pay Gap**

1. The Pay and Grade Structure (which affects most salaries) was introduced in April 2018 following a two-year project to develop a robust job evaluation and market testing process. This structure was reviewed – with external input – as part of the 2023/24 Pay & Reward Project and no bias was identified. Further reviews of this Structure are underway in 2025.
2. The Equality, Diversity and Inclusion (EDI) Action Plan contains a number of actions focussing on recruitment practice positively influencing potential gender bias.
3. At the EDI Champion Symposium to be held in April 2025, an Equality Checklist will be introduced to encourage greater consideration of unconscious bias.

3. Through the Staff Council, consisting of elected staff representatives and trade union stewards, Equality, Diversity and Inclusion matters are discussed. These include the Gender Pay Gap.

5. Framework’s Board receives an annual report on human resources which includes a breakdown and analysis of our workforce profile, including by gender, with information on the Gender Pay Gap.

6. We continue to offer a holiday purchase scheme that allows added flexibility around work/ life balance.

7. Framework has a Menopause Policy and a Menopause Network available to staff. It is supplemented by self-help resources for staff and line managers.

Framework remains committed to fair pay and reward irrespective of gender. Work on this will continue, informed by the Gender Pay Gap and accompanying information. We envisage the possibility of reporting a negative Gender Pay Gap (at least on one of the two measures) in some future years. This would reflect the employment of more women in the upper quartile of the workforce.