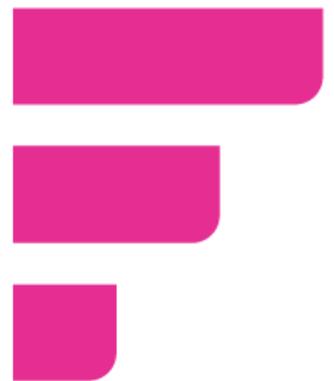




FOUNDATION

GENDER & ETHNICITY PAY REPORT 2022



Introduction

by Ruth Kettle, Chief Executive

This year we are pleased to publish our first ever Gender and Ethnicity Pay Gap Report.

We are determined to ensure we are a fair and inclusive organisation and are committed to sharing our progress in this Gender and Ethnicity Pay 2022 Report. We know that improving inclusion and diversity begins with holding ourselves to account and this data helps us do just that.

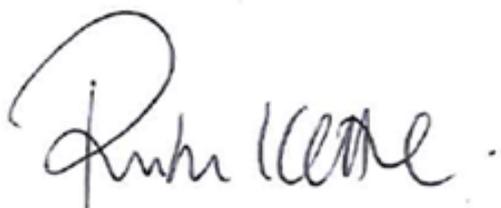
Due to the number of employees Foundation employs we are not currently statutorily required to report on our gender pay gap and there is no obligation to report our ethnicity pay data, however we believe reporting this is an important step on our journey towards greater equality, diversity and inclusion and effective anti-racism.

We plan to publish a Gender Pay Gap and Ethnicity Pay Gap Report every year from now on and we hope this will encourage others to do the same.

We also analyse pay by other diversity characteristics to ensure that there is no unconscious-bias in the decisions that lead to the position that someone holds or the pay they receive.

I am committed to leading progress and being transparent about the data and our plans. I value the support of our Employee Networks, Anti Racism Steering Group and all colleagues. Together we have the opportunity to continue our journey, bringing about positive change and making us a great place to work.

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



Ruth Kettle



What do we need to report on?

LET'S START WITH A DEFINITION

A pay gap is the average difference between for example pay for men and women or white and ethnic minority colleagues. At its simplest a pay gap is calculated by taking the difference between average wages and expressing this difference as a proportion of male/white colleagues wages. The mean pay gap is an average. It's calculated by adding up the wages of all male/white and female/ethnic minority employees and dividing it by the number of employees. The pay gap is the difference between the mean figures, which is reported as a percentage.

It's worth pointing out that a pay gap isn't the same as unequal pay. For example if men and women are being paid differently for comparable work this is unequal pay. The Equal Pay Act of 1970 was passed to prevent this and we fully comply with this legislation.



Gender Pay Background

According to the Office for National Statistics, in 2022, the gender gap among full-time employees increased to 8.3%, up from 7.7% in 2021. This is still below the gap of 9.0% before the coronavirus pandemic in 2019.

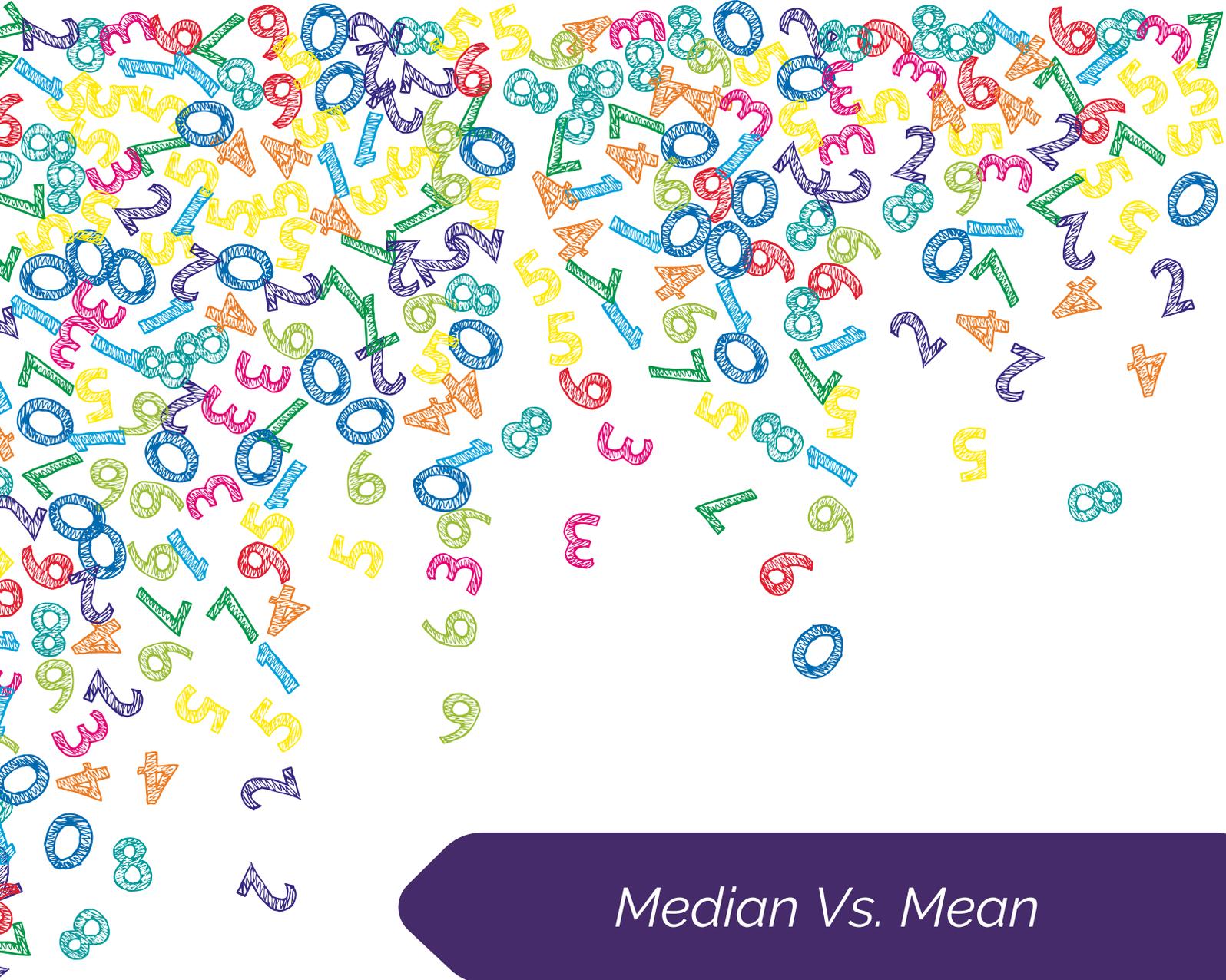
Gender pay gap reporting regulations currently requires reporting on the pay gap between men and women in a binary way, meaning that reporting does not include data on other gender identities. For the purposes of this pay gap report, we've followed the current statutory reporting requirements.

However, as part of our ongoing commitment to actively supporting colleagues of all gender identities, we want to acknowledge that some colleagues may not identify with either 'gender' mentioned in this report. We'd like to take this opportunity to reconfirm our commitment to creating a diverse and inclusive working environment for all our trans and non-binary colleagues.



All employers with 250 or more employees must calculate and publish the following data:

- Their mean gender pay gap
- Their median gender pay gap
- Their mean bonus gender pay gap
- Their median bonus gender pay gap
- The proportion of men in the organisation receiving a bonus payment
- The proportion of women in the organisation receiving a bonus payment
- The proportion of men and women in each quartile pay band



Median Vs. Mean

The median pay gap is calculated by finding the exact middle point between the lowest and highest paid man/white colleague in the organisation and the lowest and highest paid woman/ethnic minority colleague. We then compare the 2 figures and show the difference as a %. The mean pay gap is calculated by adding up the hourly pay of all the women/ethnic minority colleagues in the organisation and dividing by the number of women/ethnic minority colleagues. We then do the same sum for men/ white colleagues and compare the 2 figures and show the result as a %.

What is the gender pay gap at Foundation?

MEDIAN



WHAT DOES THIS SHOW?

The median pay for male and females is £11.25 this shows there is no pay gap we are working to ensure this remains at 0%.

What is the gender pay gap at Foundation?

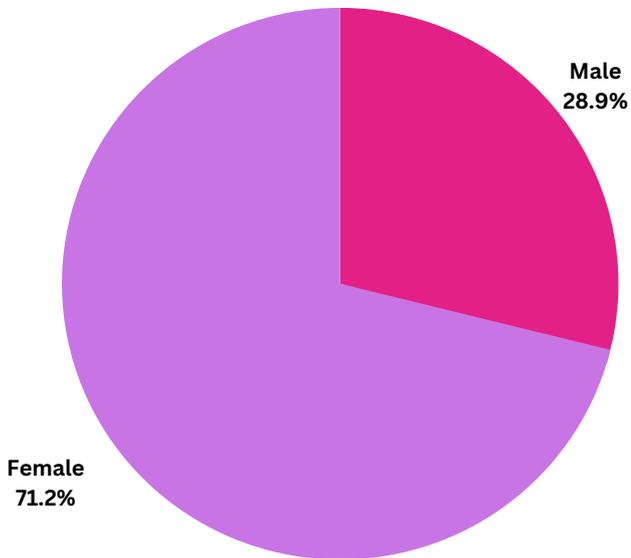
MEAN



WHAT DOES THIS SHOW?

Our mean pay gap demonstrates that women earn £11.94 compared to men at £11.80.

What is our gender split across the pay quartiles?

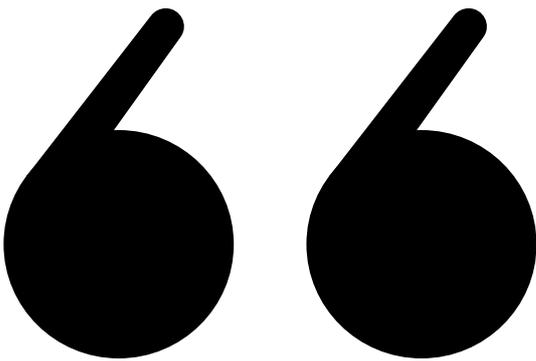


In order to determine pay quartiles, employees are arranged into four equal parts referred to as 'quartiles'. This spans from the lowest paid to the highest paid. The pay quartiles then show the proportion of male and female employees in each, ranging from the lowest paid quarter to the highest paid quarter.

Pay Quarter	Female	Male
lower hourly pay quarter	74.47%	25.53%
lower middle hourly pay quarter	68%	32%
upper middle hourly pay quarter	68.42%	31.58%
upper hourly pay quarter	80%	20%
Grand Total	71.15%	28.85%

What is our position on paying bonuses?

We do not pay bonuses to anyone in the organisation, therefore during the 2022 reporting period, no bonus payments were made to any employees.



We continue to use metrics and surveys to guide our approach and understanding of EDI. We know that there is more to do, but we are committed to positive change and recognise that it will take all of us to have the greatest impact.



DONNA GOOBY
DIRECTOR OF PEOPLE AND CULTURE



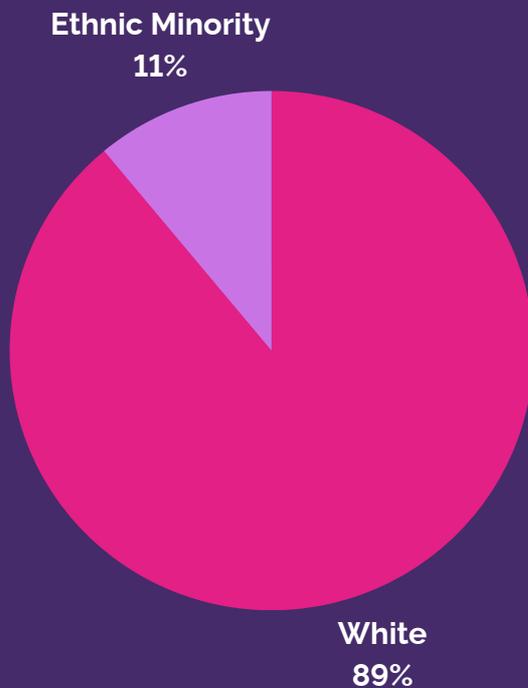
What is an ethnicity pay gap?

Essentially this is the difference in average pay between white employees and ethnic minority employees regardless of the work they perform.

In the spirit of openness and transparency and as part of our anti-racism commitment we are voluntarily publishing data which highlights the pay gap with our ethnic minority colleagues.

Although there isn't a legislative requirement at present, collating and presenting this data underlines our ongoing commitment to anti-racism. This will allow us to track our progress and help set the actions that we will take to reduce the pay gaps in the organisation. We think that transparency is an important element of making our commitments real. As we get to know our data better, this will help with our equality, diversity and inclusion strategy.

What is our ethnicity pay split?



Median

0%

What does this show?

The median pay for white and ethnic minority colleagues is £11.25 this shows there is no pay gap we are working to ensure this remains at 0%.

Mean

2.66%

What does this show?

Our mean pay gap demonstrates ethnic minority colleagues earn £11.80 compared to £11.94.





Comparing median and mean pay gaps

The median is used extensively as a headline measure by pay researchers because it is less swayed by extreme values, particularly the small number of people on higher salaries.

However, this is something we are interested in, given that ethnic minorities are traditionally underrepresented in higher-level, higher-paid jobs. Therefore the mean is useful because it does capture the effect of a small number of high earners.

The difference between an organisation's mean and median pay gap can provide valuable insight. The presence of low earners can make the mean lower than the median. A group of high earners can make the mean bigger than the median. These differences help us understand our organisation.

What is our ethnicity split across the pay quartiles?

In order to determine pay 'quartiles', employees are arranged into four equal parts referred to as 'quartiles'. This spans from the lowest paid to the highest paid. The pay quartiles then show the proportion of white and ethnic minority employees in each, ranging from the lowest paid quarter to the highest paid quarter.

Pay Quarter	Asian or Asian British	Black or Black British	Mixed Background	White Background
lower hourly pay quarter	2.86%	5.71%	0%	91.43%
lower middle hourly pay quarter	8.89%	11.11%	0%	80%
upper middle hourly pay quarter	11.90%	3.57%	3.57%	80.95%
upper hourly pay quarter	2.67%	2.67%	4%	90.67%
Grand Total	7.11%	5.02%	2.51%	85.36%