

FOUNDATION

GENDER & ETHNICITY  
PAY REPORT 2023





## Introduction

*by Ruth Kettle, Chief Executive*

We're pleased to publish our Gender and Ethnicity Pay Gap Report, which are snapshots as of 31 March 2023.

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 2023 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 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.**

A handwritten signature in black ink that reads "Ruth Kettle". The signature is written in a cursive, flowing style.

# 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 gender 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 the gender pay gap isn't the same as unequal pay. 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 that and we fully comply with this legislation.

According to the Office for National Statistics, in 2023, the gap among full-time employees stands at from 7.7% compared to 8.3% in 2022. 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 non-binary way so for the purposes of this pay gap report, we've followed the current statutory reporting requirements.

However, 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.



# Median Vs. Mean



The median pay gap is calculated by finding the exact middle point between the lowest and highest paid man in the business and the lowest and highest paid woman. 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 in the business and dividing by the number of women. We then do the same sum for men and compare the 2 figures and show the result as a %.

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 the organisation receiving a bonus payment
- The proportion of men and women in each quartile pay band

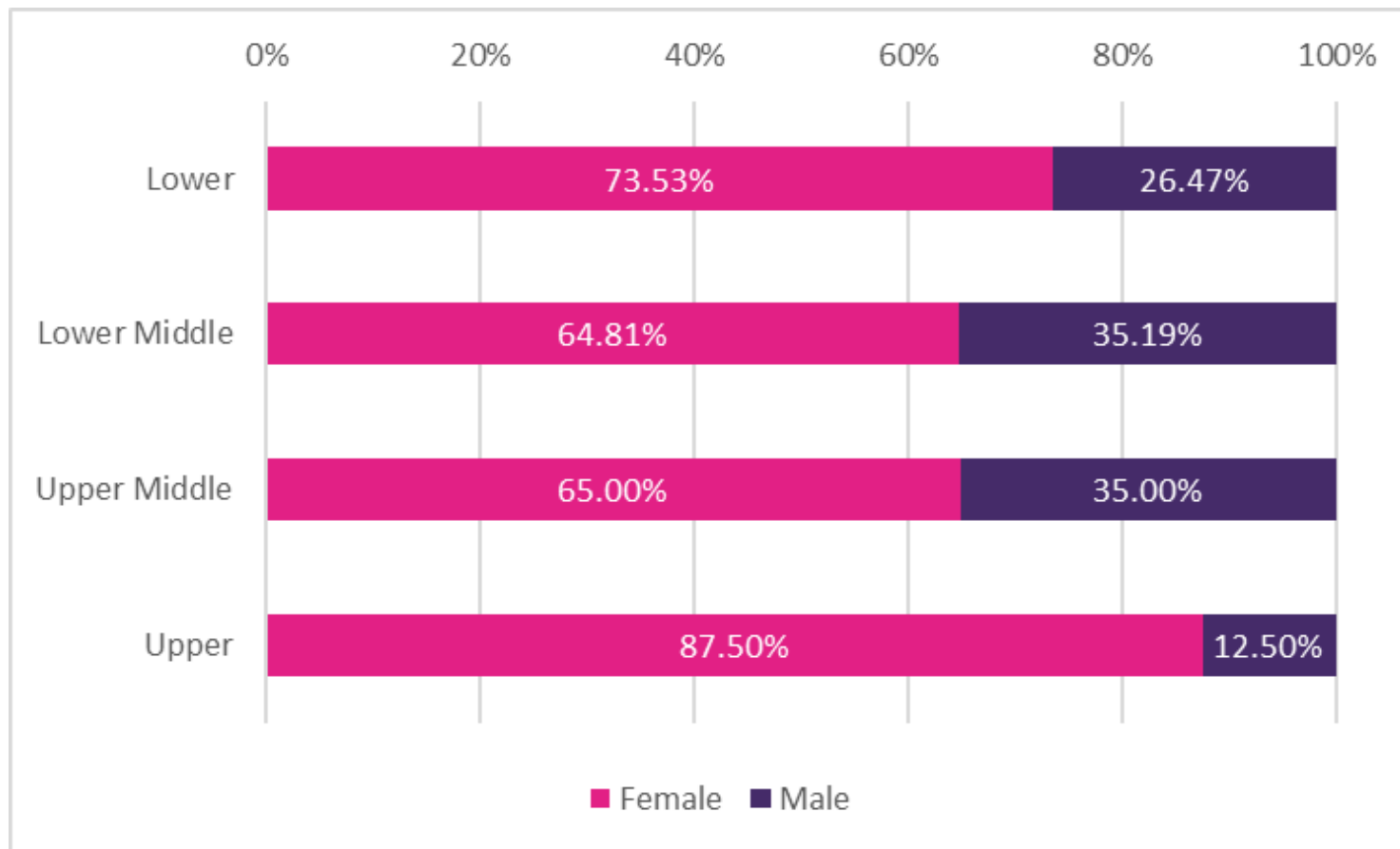
At 31 March 2023, we had 150 employees, 105 were female and 45 were male.

# What is the gender pay gap at Foundation?

## 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.



**Median**  
1.84%

The median pay for males is £12.40, while for females, it is £12.18. There has been an increase in male employees for the year which has created the shift from a mean of 0%. We shall be monitoring the median throughout the year to ensure we are working towards a 0% median.

**Mean**  
-1.82%

Our mean pay gap demonstrates that women earn £12.89 compared to men at £12.65. This negative value continues to indicate a favour towards female employees in terms of mean pay.

# *What is our position on paying bonuses?*

We do not pay bonuses to anyone in the organisation, therefore during the 2023 reporting period, no bonus payments were made to any employees.

“ We aim to be a workplace where colleagues feel they can be themselves, belong, grow and thrive. We're proud of the work we have already done and are committed to driving even more action. We continue to use metrics and surveys to guide our approach and understanding of Equality, Diversity and Inclusion. ”



**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.

We are pleased to report that the number of our ethnic minority employees has risen by 6% in comparison to 2022.

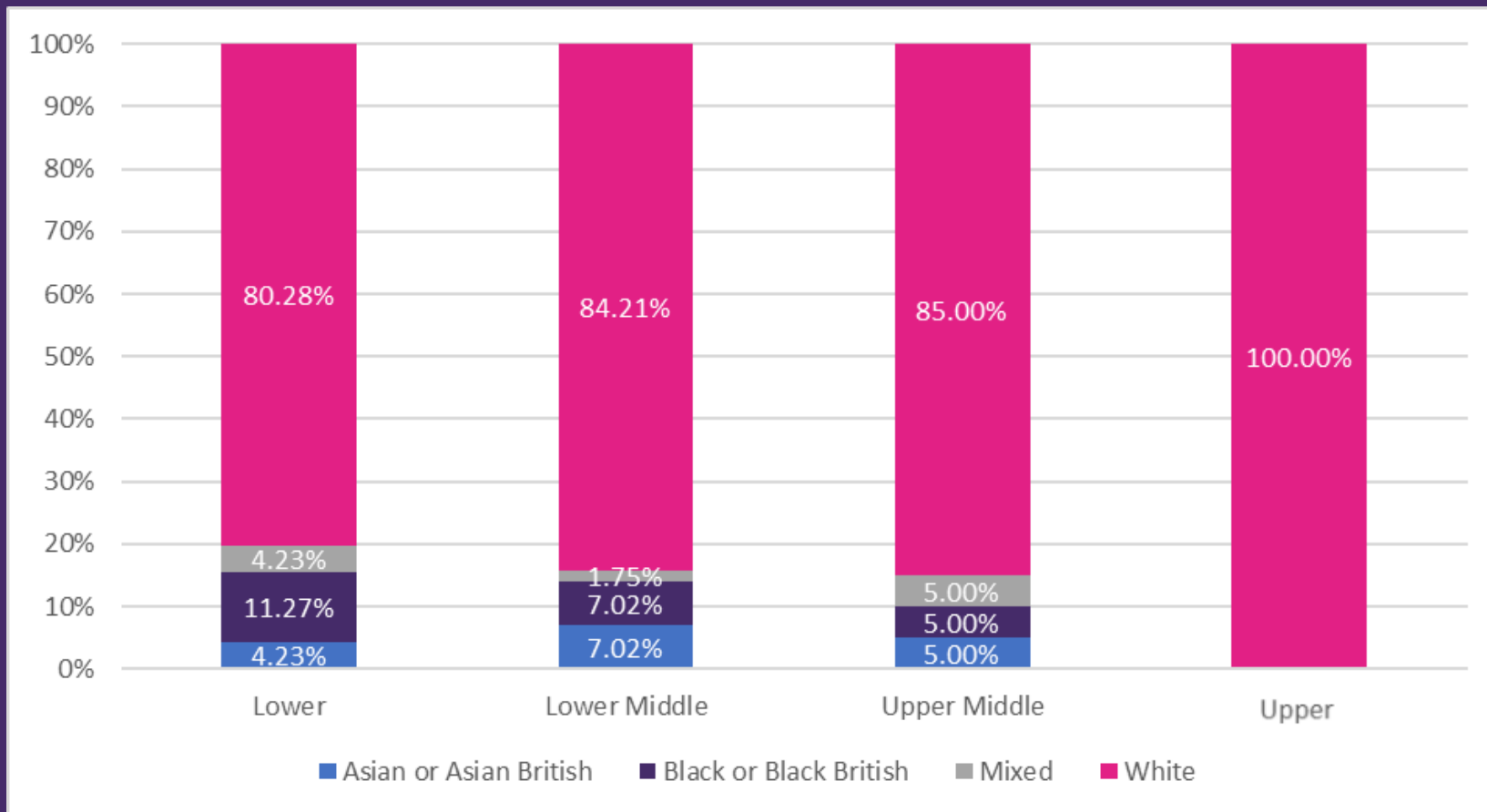
The median is used extensively as a headline measure by pay researchers because it is less swayed by extreme values, particularly the small number of people on higher salaries.

This can be attributed to our culture of active anti-racism. The median pay for ethnic minority and white colleagues is £13.95.

We're proud to have maintained our 2022 0% ethnicity pay gap.

# 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.



Median  
5.64%

Our mean pay gap demonstrates ethnic minority colleagues earn £12.44 compared to £12.86 for white colleagues.

Mean  
3.28%

Our mean pay gap demonstrates ethnic minority colleagues earn £12.44 compared to £12.86 for white colleagues.