

Gender Pay Gap Reporting 2017/18

Realise Futures has complied with its obligations in accordance with the government's legislation regarding Gender Pay Gap Reporting.

Realise Futures seeks to ensure that employees are paid equally and fairly regardless of their gender and has adopted a process of formal job evaluation to ensure this as part of a wide ranging review of pay and terms and conditions undertaken in 2015, in consultation with both Unison and the UCU. As a result of this both men and women are paid at the same rate for any given job within the organisation.

Gender pay gap reporting has highlighted what appear at first sight to be differences in the rates of pay paid to both men and women within the organisation. However, this is not the case. What the reporting of the data has done is to emphasise that Realise Futures is a company that employs approximately twice as many women as men, many of which hold higher paid positions within the company.

This is largely due to the nature of many of the roles within the company, which traditionally have tended to attract fewer men to these jobs. The figures also appear distorted somewhat due to the fact that we have a higher proportion of women in management roles within the company than men. This is partly due to the sector traditionally not attracting as many males into employment in this sector.

As a result, women appear to be paid at a higher rate than men within Realise Futures when looked at through the lens of the Gender pay Gap reporting Figures.

The figures below are as stated on the government's Gender pay gap website. A minus figure indicates where women are paid higher, where as a positive figure where men are paid higher.

1. Difference in mean hourly rate of pay – mean	-25.2%
2. Difference in median hourly rate of pay – median	-14.9%
3. Difference in mean bonus pay – mean	0%
4. Difference in median bonus pay – median	0%
5. Percentage of employees who received bonus pay - Male	Female
	0% 0%
6. Employees by pay quartile	Male Female
Upper quartile	10.9% 89.1%
Upper middle quartile	39.7% 60.3%
Lower middle quartile	42.9% 57.1%
Lower quartile	59.4% 40.6%

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