

Cafcass gender pay reporting – as at March 2020

In line with UK legislation as a public-sector organisation employing more than 250 staff, Cafcass is required to report on our Gender Pay Gap. This must be reported by no later than 30 March 2021 and is based on a snapshot of workforce data as at 31 March 2020. Gender Pay Gap reporting is required to include the following six measures:

1. **Mean Gender Pay Gap** - The difference between the mean hourly rate of pay of male employees and that of female employees
2. **Median Gender Pay Gap** – The difference between the median hourly rate of pay of male employees and that of female employees
3. **Mean Bonus Gap** – The difference between the mean bonus pay paid to male employees and that paid to female employees
4. **Median Bonus Gap** – The difference between median bonus pay paid to male employees and that paid to female employees
5. **Bonus Proportions** – The proportions of male and female employees who were paid a bonus during the reporting period
6. **Quartile Pay Bands** – The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

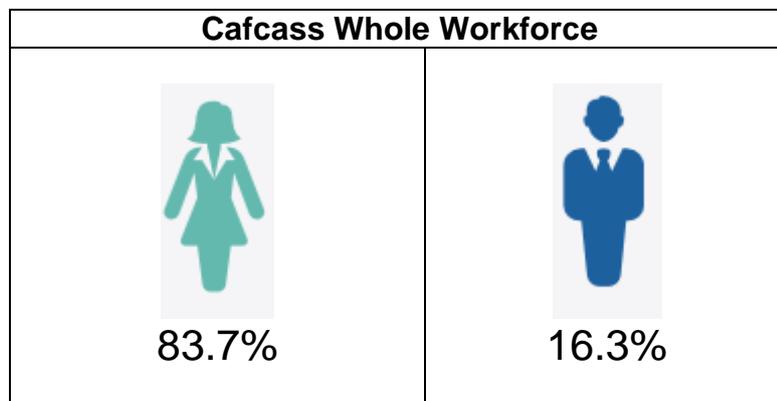
Gender Pay Gap figures show the difference in average pay between all men and women in the workforce. This is different from Equal Pay which compares pay between individual men and women doing the same jobs, similar jobs, or work of equal value. Cafcass is committed to ensuring Equal Pay and operates a multi-factor job evaluation scheme to ensure this is achieved.

Gender Pay Gap – 31 March 2020		
Mean Gender Pay Gap	0.9%	
Median Gender Pay Gap	0.0%	
Mean Bonus Gender Pay Gap	81.8%	
Median Bonus Gender Pay Gap	91.0%	
Proportion Receiving Bonus Payment	Male 0.6%	Female 0.6%
Quartile Pay Bands	Male	Female
Lower	18.0%	82.0%
Lower Middle	14.7%	85.3%
Upper Middle	14.6%	85.4%
Upper	18.0%	82.0%

Cafcass' Gender Pay Gap Reporting for 2020 shows that across our whole workforce, our female staff on average earn 0.9% less per hour than male staff. This is a reduction from 1.0% the previous year. For staff in the middle of the workforce (median average) there is no difference in pay for either gender. This is the same as the previous year.

Only a very small number of staff within Cafcass are eligible to receive any form of bonus and this figure is therefore highly susceptible to significant levels of skew. In this year's figures only two male members of staff received any form of bonus. Both were senior managers receiving performance related bonuses. There were also two female members of staff receiving performance related bonuses and again these were senior managers. However, there was then a greater number of female staff who received incentive payments to support recruitment. These payments were at a much lower value than the performance bonuses and as no male staff received similar recruitment incentive payments, this has created a significant difference in the average value between the genders in respect of bonus payments in this reporting period.

The Cafcass workforce as at 31 March 2020 was 83.7% female and 16.3% male. The significant majority of our staff are undertaking frontline social work roles, and our gender distribution is generally in line with the wider social work sector.



Gender pay differences are not prevalent across the whole workforce but are contained within specific groups. Indeed, the significant majority of our workforce are Family Court Advisers who receive the same rate of pay regardless of gender. Our pay quartile data demonstrate that male staff are proportionately slightly more likely to occupy lower paid roles and more senior managerial roles, with female staff being more likely to work in roles within the middle two quartiles. The level of female representation in more highly paid roles has steadily increased over the last 3 years and this has had the effect of steadily eroding the gender pay gap to the current level of less than 1%.

We provide training for managers in recruitment and selection to ensure decisions on appointments at all levels in the organisation are fair, transparent and free of any form of bias, including in relation to gender. Managers are also required to attend training which enables them to effectively support the performance and learning of all staff so that there is equal opportunity for career progression. Female staff are proportionately more likely to have secured a place on our Emerging Talent professional development programme.

We have received external recognition for our flexible working practices which enable all staff to balance their work alongside other commitments, including family, thereby removing barriers to career development and progression.