

Cafcass Gender Pay Gap Reporting – Webpage Transparency Information

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 2023 and is based on a snapshot of workforce data as at 31 March 2022. 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 2021		
Mean Gender Pay Gap	1.5%	
Median Gender Pay Gap	0.0%	
Mean Bonus Gender Pay Gap	0.0%	
Median Bonus Gender Pay Gap	0.0%	
Proportion Receiving Bonus Payment	Male 0.3%	Female 0.5%
Quartile Pay Bands	Male	Female
Lower	15.3%	84.7%
Lower Middle	12.5%	87.5%
Upper Middle	14.2%	85.8%
Upper	17.8%	82.2%

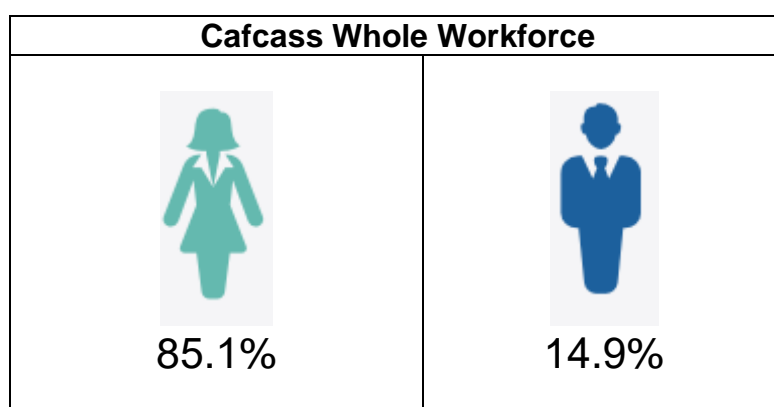
Cafcass' Gender Pay Gap Reporting for 2022 shows that across our whole workforce, our female staff on average earn 1.5% less per hour than male staff. This is a small reduction from the previous year. For staff in the middle of the workforce



(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 a small number of staff received attraction payments to support recruitment and these were paid at the same rate to both female and male recipients.

The Cafcass workforce as at 31 March 2022 was 85.1% female and 14.9% 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 upper quartile roles has steadily increased over the last 4 years. Three out of four Executive Directors in Cafcass are female.

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. Cafcass has a well-established talent pathway called Emerging Talent. Female participation in the programme is broadly in line with the gender distribution in the workforce and female participants have been shown to be more likely to achieve promotion.

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.