

Gender Pay Gap Report

Published March 2018

First for Wellbeing is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data. The data used for the calculations is the organisation's pay data as of 31st March 2017.

We are required to publish the results on a government gender pay gap [website](#), and in addition it is advisable to publish the high level results on our website.

Gender pay reporting is used to assess:

- the levels of gender equality in the workplace
- the balance of male and female employees at different levels

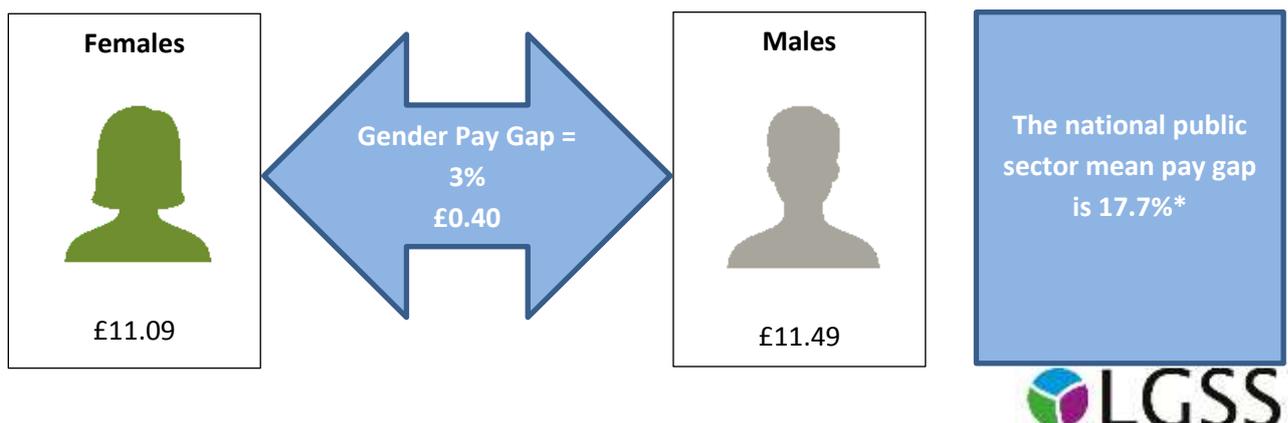
First for Wellbeing has a diverse workforce to be proud of. We are committed to equality within our workforce and our flexibility, working practices and wide range of roles ensure that we encourage and support employees to come to work for us, and develop their long-term career to stay with us.

Our Workforce Profile

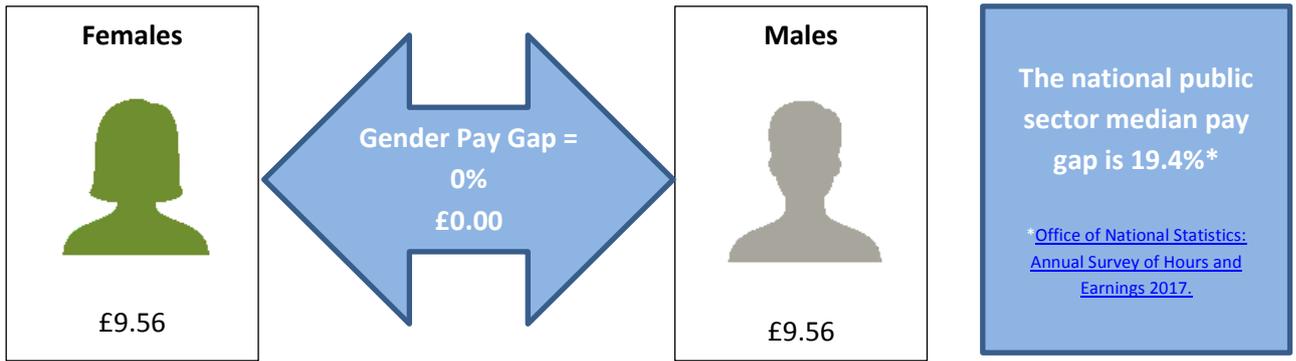
On 31st March 2017 we had 432 employees, of which 70% were female, and 30% male.



Mean Gender Pay Gap in Hourly Pay: average hourly rate of pay and percentage difference



Median Gender Pay Gap in Hourly Pay: middle hourly rate of pay and percentage difference



First for Wellbeing’s mean gender pay gap is significantly below the national public sector figure and has been eliminated entirely when looking at the median pay gap.

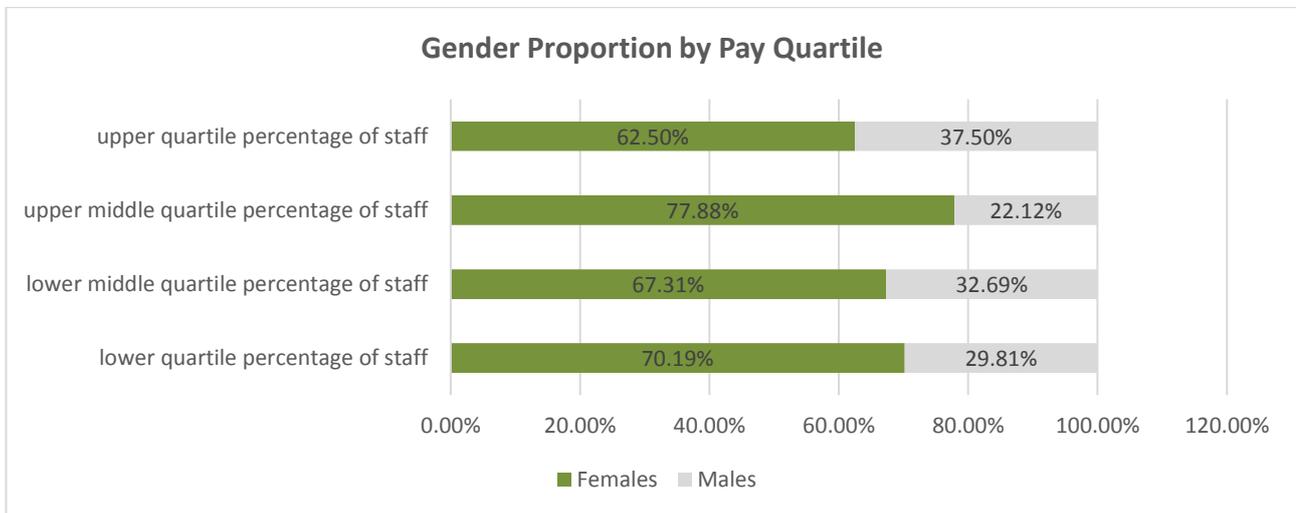
Mean, Median and Proportion of Males and Females Receiving a Bonus Payment

First for Wellbeing did not pay bonuses in 2017. We do offer a long service award that is payable at 25 and 35 years irrespective of gender.

Proportion of Males and Females in Each Pay Quartile

The graph below outlines the gender split by pay quartile.

The lower quartile range relates to hourly rates of £8.39 and lower. The lower middle quartile hourly rates are £8.39 - £9.56. The upper middle quartile hourly rates are £9.56 - £12.73. The upper quartile relates to hourly rates of £12.73 and above.



Further analysis of the data demonstrates that the females are fairly evenly spread across the pay quartiles, with the highest percentage sitting with the upper middle quartile (78%).

First for Wellbeing will continue to analyse these figures year on year.