THE PRINCE’S FOUNDATION IS COMMITTED TO FAIRNESS, EQUALITY AND INCLUSION AND TO REDUCING OUR GENDER PAY GAP

The Prince’s Foundation is committed to ensuring gender equality in pay. In this, our third annual report on gender pay, we outline steps we currently take to promote gender pay equality as well as some additional measures to improve this further.

For the year 2021, our mean gender pay gap is 17.2% (versus 9.5% in 2020) and our median gender pay gap is 10.7% (versus 10.6% in 2020). The year-on-year movement is due primarily to two factors. Firstly, the exclusion of our Senior Management Team (SMT) from the 2020 calculation as a result of the SMT taking a voluntary reduction in pay, temporarily, at the onset of the COVID-19 pandemic. With our SMT re-added to the prior year figures, our mean gender pay gap in 2020 was 20.2% and our median gender pay gap 11.4%. Secondly, for the year 2021, our variable staff are not full-pay relevant employees as defined by the GPG guidelines on the snapshot date, as a result of the impact of COVID-19 on our operations. If our variable staff are re-added, our mean gender pay gap in 2021 is 13.8% and our median gender pay gap is (0.4%).

There was one bonus payment made in the year, resulting in a bonus pay gap of 100% (consistent with prior year). This was a result of a legacy remuneration arrangement for a non-SMT member of staff, which has now been amended to make it consistent with the rest of our colleagues.

The Prince’s Foundation is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. The Prince’s Foundation gender pay gap is the result of the composition and distribution of males and females within the organisation. The Prince’s Foundation’s upper quartiles are reflective of this (please refer to page 2), where there is a higher proportion of males in more senior roles within those pay bands on the reporting date. Similarly, there remains a higher proportion of women to men in the lower two pay quartiles.

ADDRESSING THE PAY GAP

What we do

The Prince’s Foundation has worked to ensure fairness and equality during the recruitment process and treatment of staff by following these guidelines:

- Recruitment advertising is worded, designed, and disseminated with the primary objective of reaching and appealing to a broad spectrum of applicants.
- Applications for new roles or for promotions within the organisation are treated without discrimination or regard to gender or background of applicants.
- Appointments and movement of staff within the organisation are conducted without discrimination or regard to gender or background of applicants; instead, any appointment is made solely on the judgement that the candidate represents the best option available to fulfil the job description.

Future action

Our previous report highlighted the adoption of a new working from home policy to allow for a greater number of home working days, based on our learnings from the COVID-19 pandemic. This has been implemented. We are actively working to reduce the gap in other ways, including through the following actions:

- Reviewing our family friendly policies, particularly around maternity and paternity benefits. This is part of our ongoing review of pay and reward to ensure fairness and opportunity at every level, as intended.
- The Board of Trustees is committed to promoting the values of equality, diversity and inclusivity throughout the organisation and we are reviewing and strengthening our policies and procedures in this area.
- Fostering a culture of talent management and succession planning in order to provide more support for both men and women who would like to progress to senior management levels through the organisation. This is ongoing.
- Reviewing our approach to training for middle and senior management positions to ensure both male and female employees are equipped with the skills to succeed. This is ongoing.
The workforce of The Prince’s Foundation in April 2021 comprised 160 full-pay relevant employees, as defined by the GPG guidelines – 53.1% female and 46.9% male. These charts depict the proportion of females and males in the organisation by pay quartiles.

The gender pay gap at The Prince’s Foundation

Figures correct as at April 5, 2021

- **Mean gender pay gap**: 17.2%
- **Median gender pay gap**: 10.7%
- **Bonus data for year ending April 5, 2021**: 100%

The gender pay gap at The Prince’s Foundation

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<th>Quartile</th>
<th>Lowest</th>
<th>Quartile 2</th>
<th>Quartile 3</th>
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I confirm the accuracy of the information in this report. Emily Cherrington, Acting Chief Executive Officer, The Prince’s Foundation.