

FSC Gender Pay Gap - April 2019

Gender Pay Gap reporting is an annual legal requirement that was introduced in April 2017 and shows the difference between the average hourly rate of pay received by men and women across all ages, regardless of their work. The information is based on a snapshot of data from 5 April each year. This is our third year of reporting.

What's our Gender Pay Gap?

We have compared both the mean (average) and median (mid-point) in the hourly rate we paid to men and women on the snapshot date of 5 April 2019.

The difference in hourly pay between men and women:



Both of these measures show a slight improvement on previous years: the mean has decreased by 2.1% from 20.8% in 2018 (and 4.3% overall from 23% in 2017), and the median by 1.7% from 8.5% in 2018 (and 5.6% overall from 12.4% in 2017).

How is pay distributed?

The pay quartiles shown in the diagram below have been calculated by listing the rates of pay for every employee from the lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of males to females in each.

	Pay Quartiles	
50.0%	Top quartile	50.0%
37.0%	Upper middle quartile	63.0%
28.0%	Lower middle Quartile	72.0%
30.3%	Lower quartile	69.7%

What does this tell us?

Our gender pay gap continues to be mainly due to a higher proportion of females in our lower paid roles, in areas such as housekeeping, catering and administration. This remains

typical of the gender balance in these type of roles across the UK as a whole. However, the balance has shifted slightly in the lower quartile with the proportion of women having reduced by 3.5% from 73.2% in 2018 (and an overall decrease of 10.5% from 80.2% in 2017). Both the lower and upper middle quartiles have remained relatively static having only changed by +/-0.4% on the 2018 data (the lower middle from 72.4% and the upper middle from 62.6%). In 2018 we were able to report a slight increase in the proportion of women in the top quartile (from 50% in 2017 to 52% in 2018), however, this has now reduced back to 50% representing a balanced gender mix within the top quartile.

Overall, the proportion of women employed across FSC remains relatively unchanged at 64% (compared to 65% in April 2018 and 65.8% in April 2017) and although we strive to achieve gender balance we also believe in recruiting and promoting based on merit.

How are we addressing our Gender Pay Gap?

We remain committed to driving down our gender pay gap and continue to promote our flexible and family friendly policies. We want to ensure that both women and men are evenly represented at all levels in our organisation and strive to provide training and developmental opportunities fairly to all. We have benchmarked FSC salaries against similar sector organisations and evaluated role profiles for all our jobs to ensure equality and consistency.

The FSC is an organisation where people can thrive and develop regardless of their gender or background, and we will continue to offer fair, equitable pay to all colleagues.

As Chief Executive Officer of The Field Studies Council, I confirm that the information contained within is accurate.

A handwritten signature in black ink, appearing to be 'Mark Castle', written in a cursive style.

Mark Castle
Chief Executive Officer
Field Studies Council