

FSC Gender Pay Gap - April 2020

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 fourth 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 2020.



The difference in hourly pay between men and women:



Both of these measures have improved overall since reporting began. Although the mean has increased slightly by 0.1% from 18.7% in 2019, it is still a decrease of 2% from 20.8% in 2018, and 4.2% overall from 23% in 2017. The median has decreased by 3.8% from 6.8% in 2019, by 5.5% from 8.5% in 2018, and 9.4% 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	
52.2%	Top quartile	47.8%
36.7%	Upper middle quartile	63.3%
31.1%	Lower middle Quartile	68.9%
31.1%	Lower quartile	68.9%

What does this tell us?

Overall, the proportion of women employed across FSC has decreased marginally at 62% (compared to 64% in April 2019, 65% in April 2018 and 65.8% in April 2017).

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 continues to shift slightly in the two lower quartiles where the proportion of women has again reduced: in the lower quartile by 0.8% from 69.7% in 2019 (an overall decrease of 11.3% from 80.2% in 2017) and in the lower middle quartile by 3.1% from 72% in 2019 (an overall decrease of 3.7% from 72.6% in 2017).

By comparison, the proportion of women in the upper middle quartile continues to increase marginally, by 0.3% on the 2019 data (from 63%), and an overall increase of 2.9% from 60.4% in 2017.

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 reduced over the subsequent two years: back down to 50% in 2019, and further again to 47.8% in 2020.

It continues to remain the case that, whilst we strive to achieve gender balance we also believe in recruiting and promoting based on merit.

Has COVID-19 impacted on our Gender Pay Gap?

Like many organisations, the COVID-19 pandemic has had a hugely detrimental impact on our business and in April 2020 we utilised the government's furlough scheme (Coronavirus Job Retention Scheme - CJRS) to furlough a significant number of our staff. Initially we were able to top up their pay to 100%, however, we could not continue to do this indefinitely and so with effect from 1 June 2020 their pay reduced to 80% of their salary in line with the furlough scheme.

The government Gender Pay Gap guidance requires that furloughed staff are only included if their pay remained at 100% as at the snapshot date. As all FSC staff were in receipt of 100% pay on 5 April 2020 they remain eligible for inclusion and there has been no impact on our 2020 Gender Pay Gap.

However, it is likely that a significant number of staff will have to be excluded from our 2021 data due to only receiving 80% furlough pay on 5 April 2021, and this may well have a direct impact when it comes to reporting for 2021.

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, as well as where possible building on the different approaches to 'workplace' adopted during the pandemic. 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. All FSC salaries have been benchmarked against similar sector organisations and are reviewed in line with the national

labour market, and role profiles are evaluated for all our jobs to ensure equality and consistency.

Despite the challenges of the pandemic, we have been working hard to implement a new recruitment and onboarding system which should be completed in 2021. This will allow us to better analyse the diversity of applicants and compare this against those appointed to ensure the recruitment and selection process does not in itself create any barriers.

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 this report is accurate.

A handwritten signature in black ink, consisting of a large, stylized 'M' followed by a long, sweeping horizontal line that tapers to the right.

Mark Castle
Chief Executive Officer
Field Studies Council