

Field Studies Council Gender Pay Gap – April 2022

Gender Pay Gap reporting was introduced in April 2017 as an annual legal requirement for all employers with a head count of 250 or more employees. It 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.

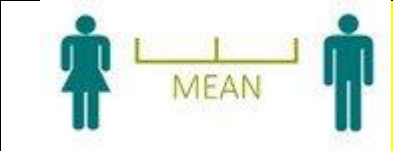

Since 2021, when the employment of all Field Studies Council staff who deliver our education services was transferred to a new subsidiary company: FSC Trading Ltd, compulsory reporting has no longer been required for either Field Studies Council or FSC Trading Ltd, as the head count for each as separate employers is less than 250 employees. However, the decision was taken to report voluntarily for both Field Studies Council and FSC Trading Ltd and we are continuing to do so.

As reported last year, our 2021 Gender Pay Gap was significantly affected by Covid-19 because the majority of our staff were furloughed on 80% pay on the snapshot date of 5 April 2021, which meant that they had to be excluded from the official data. Therefore, in addition to voluntarily reporting for both employers, for comparison purposes we also took the decision to report the likely 2021 Gender Pay Gap figures had those staff not been furloughed. Those ‘unofficial’ figures more accurately reflected our true Gender Pay Gap, and it is therefore against these figures that we provide comment for year-to-year comparison purposes.

The separate figures shown for Field Studies Council and FSC Trading Ltd set a benchmark for the future; however, when assessing against previous years it is the combined figures for both employers that provide a true comparison.

What is 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 2022 to ascertain the difference in hourly pay between men and women.

| |  |  |
|-------------------------|---|--|
| Field Studies Council | 15.95% | 6.76% |
| FSC Trading Ltd | 7.27% | -1.98% |
| Combined figures | 13.04% | 3.88% |



The combined mean of 13.04% is a decrease of 3.96% from the ‘unofficial’ true figure of 17% reported in 2021, and an overall decrease of 9.96% (from 23%) since reporting began in 2017.

The combined median of 3.88% whilst only a marginal decrease of 0.02% from the ‘unofficial’ true figure of 3.9% reported in 2021, does represent an overall decrease of 8.52% (from 12.4%) since 2017.

When taken individually, the figures for Field Studies Council have increased from 2021: the mean by 1.65% (from 14.3%) and the median by 6.72% (from 0.04%). Whereas the figures for FSC Trading Ltd have decreased: the mean by 18.33% (from 25.6%) and the median by 21.68% (from 19.7%).

What is our overall Gender Balance?







The proportion of men and women employed is:

| |  |  |
|-------------------------|---|---|
| Field Studies Council | 37.6% | 62.4% |
| FSC Trading Ltd | 34.7% | 65.3% |
| Combined figures | 36.6% | 63.4% |

The figures show that we continue to employ a higher number of women than men, with the overall proportion of women having increased by 6.4% from the combined 'true' figure of 57% reported in 2021 (an increase of 8.7% from 53.7% for Field Studies Council; and of 0.3% from 65% for FSC Trading Ltd). This is an improvement of 2.4% overall when compared to the figure of 65.8% in 2017. Whilst we continue striving to achieve gender balance within our workforce, it remains the case that we also believe in recruiting and promoting based on merit.

How is pay distributed?

The pay quartiles shown in the diagrams 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 Quartile | Field Studies Council | | FSC Trading | | Combined figures | |
|-----------------------|---|---|---|--|---|---|
| |  |  |  |  |  |  |
| Top quartile | 47.2% | 52.8% | 41.4% | 58.6% | 45.1% | 54.9% |
| Upper middle quartile | 41.5% | 58.5% | 24.1% | 75.9% | 37.3% | 62.7% |
| Lower middle quartile | 32.1% | 67.9% | 40.0% | 60.0% | 31.3% | 68.7% |
| Lower Quartile | 29.7% | 70.3% | 33.3% | 66.7% | 32.5% | 67.5% |

What does all of this tell us?

We continue to have a higher proportion of females in our lower paid roles, especially in areas such as housekeeping, catering and administration, and this remains typical of the gender balance in these type of roles across the UK as a whole. This is mirrored in our lower paid education roles, where there are also a higher proportion of females employed.

When looking at the combined figures, the proportion of women in the lower quartiles has increased compared to the 'unofficial' true figures reported in 2021: in the lower quartile by 7.5% from 60% (but an overall decrease of 12.7% from 80.2% in 2017), and in the lower middle quartile by 5.1% from 63.6% (but an overall decrease of 3.9% from 72.6% in 2017).

We also have a higher proportion of women in the upper middle quartile which has increased by 0.9% from 61.8% in 2021 (an overall increase of 2.3% from 60.4% in 2017): and in the top quartile which has this year increased to 54.9%, from 44.6% in 2021. (The top quartile figure has fluctuated over the years: from 50% in 2017; up to 52% in 2018; then back down to 50% in 2019; further again to 47.8% in 2020, and to 44.6% in 2021.)

How are we addressing our Gender Pay Gap?

We remain committed to driving down our gender pay gap so that women and men are evenly represented at all levels in our organisation. We continue to promote our flexible and family friendly policies and, where possible, to offering more roles with the option of flexible hybrid working and/or working remotely from home. We also strive to provide training and developmental opportunities fairly to all and encourage the utilisation of our apprenticeship levy funding to help achieve this.

Our new recruitment system (installed in 2020) has made the recruitment process more efficient for both applicants and hiring managers as well as providing better data analysis and reporting, and work continues on the full implementation of a new linked onboarding system: both are accessible via smartphones which makes it far easier and less time consuming for busy individuals to apply and/or complete tasks. As previously reported, we continually review our employee benefits, and for 2022 we increased our holiday entitlement offering in order to give our staff a better work/life balance, and also introduced a 'disruption allowance' for those staff who temporarily move away from home to work at other Field Studies Council locations.

Our dedicated Equality, Diversity and Inclusion working group has been working hard on developing and updating a strategy framework to provide the focus needed to identify and address any potential barriers and so assist us as we strive to become an ever more inclusive employer.

Working with the Investors in People we are providing staff with the opportunity to complete surveys and comment on how we could improve further as an organisation.

Role profiles for all Field Studies Council jobs are evaluated to ensure equality and consistency in salary and we therefore remain confident that we pay men and women equally for doing the same role or roles of similar or equal work. Organisational salaries are also periodically benchmarked externally against similar sector organisations and in line with the ever-changing

national labour market: one such benchmarking exercise is being undertaken in the latter half of 2022.

The Field Studies Council, including its subsidiary company FSC Trading Ltd, remains an organisation where people can thrive and develop regardless of their gender or background, and we will continue to offer fair, equitable pay and benefits to all colleagues.

As Chief Executive Officer of the Field Studies Council (and of FSC Trading Ltd), I confirm that the information contained within this report is accurate.

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

Mark Castle
Chief Executive Officer
on behalf of Field Studies Council and FSC Trading Ltd