

# Field Studies Council Gender Pay Gap – April 2023

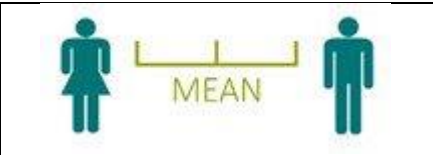

Gender Pay Gap reporting was introduced in April 2017 as an annual legal requirement for all employers with a head count of 250 or more employees. It shows the difference between the average hourly rate of pay received by men and women across all ages, regardless of their work. The information is based 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 this.

This report contains separate figures for Field Studies Council and FSC Trading Ltd, as well as combined figures for both: this allows us to set a benchmark for each employer individually but also provides a true comparison for the organisation as a whole.

## 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 2023 to ascertain the difference in hourly pay between men and women.

		
Field Studies Council	16.63%	5.77%
FSC Trading Ltd	12.94%	0.99%
<b>Combined figures</b>	<b>15.41%</b>	<b>3.85%</b>



The combined mean of 15.41% is an increase of 2.37% (from 13.04%) on last year, but an overall decrease of 7.59% (from 23%) since reporting began in 2017.

The combined median of 3.85% is a marginal decrease of 0.03% (from 3.88%) on last year, and an overall decrease of 8.55% (from 12.4%) since 2017.

When taken individually, the mean for both companies increased from last year: Field Studies Council by 0.68% (from 15.95%) and FSC Trading Ltd by 5.67% (from 7.27%). The median for Field Studies Council has decreased by 0.99% (from 6.76%), but has increased by 2.97% (from -1.98%) for FSC Trading Ltd.

## What is our overall Gender Balance?

The proportion of men and women employed is:







		
Field Studies Council	36.9%	63.1%
FSC Trading Ltd	35.6%	64.4%
<b>Combined figures</b>	<b>36.5%</b>	<b>63.5%</b>

The figures show that we continue to employ a higher number of women than men. The overall proportion of women has marginally increased by 0.01% from the combined figure of 63.4% reported in 2022, but this remains an improvement of 2.3% when compared to the figure of 65.8% in 2017.

When looking at the two companies individually, the proportion of women employed by Field Studies Council has increased by 0.7% (from 62.4%) but has decreased by 0.9% (from 65.3%) for FSC Trading Ltd.

## 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 the 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	55.2%	44.8%	51.7%	48.3%	51.7%	48.3%
Upper middle quartile	31.0%	69.0%	20.7%	79.3%	31.8%	68.2%
Lower middle quartile	31.0%	69.0%	40.0%	60.0%	29.5%	70.5%
Lower Quartile	30.5%	69.5%	30.0%	70.0%	32.9%	67.1%

## What does all of this tell us?

We continue to have a higher proportion of females in our lower paid roles. This reflects the gender balance across the UK generally in areas such as housekeeping, catering and administration, and is also mirrored in our lower paid education roles.

When looking at the combined figures, the proportion of women in the middle quartiles has increased compared to 2022: in the lower middle quartile by 2.8% from 68.7% (but an overall decrease of 2.1% from 72.6% in 2017), and in the upper middle quartile by 5.5% from 62.7% (an overall increase of 7.8% from 60.4% in 2017). However, the figure for the lower quartile has decreased by 0.4% from 67.5% (an overall decrease of 13.1% from 80.2% since 2017).

In the top quartile the proportion of women has fluctuated over the years: from 50% in 2017; up to 52% in 2018; back down to 50% in 2019; down again to 47.8% in 2020, down further to 44.6% in 2021, up to 54.9% in 2022, and down again to 48.3% this year. However, even with these fluctuations, these figures do demonstrate that the gender split has remained relatively well balanced within this top quartile since reporting began.

### **How are we addressing our Gender Pay Gap?**

We remain committed to driving down our gender pay gap and achieving gender balance so that women and men are evenly represented at all levels in our organisation. However, it does remain the case that we also believe that recruitment and promotion should be based on merit.

A new Menopause Policy has been implemented which requires all managers to undergo mandatory Menopause Awareness training, and we continue to promote our flexible and family friendly policies including, where possible, offering more roles with the option of flexible hybrid working and/or working remotely from home.

We are developing internal career pathways to support staff development and progression; these will provide a defined structure that will help ensure training and development opportunities are offered fairly based on roles and areas of work, and also further encourage the utilisation of apprenticeship levy funding.

We are also working on a new electronic system for Personal Development Reviews (PDRs) to streamline the existing paper-based PDR process and help ensure that all employees have regular PDRs and 121 meetings with their managers to further support employee development and initiate conversations around any individual needs such as potential work placed adjustments, flexible working etc. It is intended that this new e-PDR system will directly link to the career pathways.

As previously reported, we continually review our employee benefits, and for 2023 we have introduced a formalised reward and recognition programme as a way of acknowledging and showing appreciation for employee performance and achievements. We are also looking at the feasibility of introducing salary sacrifice options for our pension schemes, and of implementing a cycle to work scheme,

Our dedicated Equality, Diversity and Inclusion working group has developed and put in place an organisational EDI strategy framework which helps us to identify and address any potential barriers and so assists us as we strive to become an ever more inclusive employer; this framework is regularly reviewed and updated. The group has also been instrumental in more effectively embedding EDI principles into everyday operations at all levels, from our Trustees down. It remains the case that all staff are required to undertake mandatory equality, diversity & inclusion training, and that hiring managers are also required to undertake unconscious bias training.

As an Investors in People accredited organisation, we are committed to providing staff with the opportunity to complete periodic surveys and feedback on how we could improve further as an organisation.

Role profiles and grades 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 benchmarked externally against similar sector organisations and in line with the ever-changing national labour market: the next such exercise will be completed in the latter half of 2023.

We believe that the Field Studies Council, including its subsidiary company FSC Trading Ltd, is 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