

Field Studies Council Gender Pay Gap – April 2024

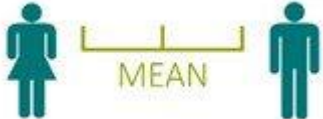

Gender Pay Gap reporting was introduced in April 2017 as an annual legal requirement for all employers with a head count of 250 or more employees. It measures the difference between the average hourly rate of pay received by men and women across all ages, regardless of the work they do or the level at which their role sits. The information is based on a snapshot of data from 5 April each year. *[Note: the Gender Pay Gap does not measure whether men and women are paid equally for the same or equivalent work.]*

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, we have continued to report voluntarily for both Field Studies Council and FSC Trading Ltd.

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 an ongoing 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 2024 to ascertain the difference in hourly pay between men and women.

		
Field Studies Council	15.91%	2.95%
FSC Trading Ltd	5.66%	-1.98%
Combined figures	12.06%	1.98%

The combined mean of 12.06% is a decrease of 3.35% (from 15.41%) on last year, and an overall decrease of 10.94% (from 23%) since reporting began in 2017.

The combined median of 1.98% is a decrease of 1.87% (from 3.85%) on last year, and an overall decrease of 10.42% (from 12.4%) since 2017.



When taken individually, the figures for both companies have decreased from last year. The mean: Field Studies Council by 0.72% (from 16.63%) and FSC Trading Ltd by 7.28% (from 12.94%). The median: Field Studies Council by 2.82% (from 5.77%), and 2.97% (from 0.99%) for FSC Trading Ltd.

Our combined mean (average) of 12.06% indicates that for every £1 earned by a man a woman earns 88p. However, the median is generally considered to be a more accurate measure

statistically as it is not skewed by either very low or very high hourly pay like the mean is: our combined median (mid-point) of 1.98% tells us that for every £1 a man earns a woman earns 98p.

What is our overall Gender Balance?

The proportion of men and women employed is:







		
Field Studies Council	41.3%	58.7%
FSC Trading Ltd	36.2%	63.8%
Combined figures	39.3%	60.7%

The figures show that, whilst we continue to employ a higher number of women than men, the proportion of women has marginally decreased by 2.8% from the combined figure of 63.5% reported in 2023, and continued improvement of 5.1% 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 decreased by 4.4% (from 63.1%) and by 0.6% (from 64.4%) 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.

	Field Studies Council		FSC Trading		Combined figures	
Pay Quartile						
Top quartile	59.2%	40.8%	32.3%	67.7%	48.8%	51.2%
Upper middle quartile	34.7%	65.3%	28.1%	71.9%	35.8%	64.2%
Lower middle quartile	32.7%	67.3%	53.1%	46.9%	37.0%	63.0%
Lower Quartile	38.8%	61.2%	31.2%	68.8%	35.8%	64.2%

What does all of this tell us?

We continue to employ a higher proportion of women in our lower paid roles. This is reflective of the gender balance across the UK generally in areas such as housekeeping, catering and administration.

However, when looking at the combined figures, the proportion of women in both the lower and lower middle quartiles has decreased since 2017: in the lower quartile by 16% (from 80.2%) and in the lower middle quartile by 9.6% (from 72.6%), thus demonstrating that more men are now being employed in these lower paid roles.

In the upper middle quartile, the 64.2% proportion of women overall is a decrease of 4% from 68.2% in 2023, although this remains an increase of 3.8% from 60.4% in 2017.

In the top quartile, although the proportion of women has fluctuated over the years, the figures do show that the gender split has remained relatively well balanced since reporting began: in 2017 it was 50%; at lowest it was 44.6% in 2021; it peaked at 54.9% in 2022: and is 51.2% this year.

Our combined mean (average) Gender Pay Gap figure of 12.06% is skewed by our Senior Leadership Team, i.e. the highest earners, currently all being men. The median (mid-point) of 1.98% is therefore a better indicator of 'average' earnings.

How are we addressing our Gender Pay Gap?

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

We continue to promote our flexible and family friendly policies including, where feasible, offering more roles with the option to work on a flexible hybrid or remote home working basis. We also require all managers to undergo mandatory Menopause Awareness training, to better understand and support their staff.

Internal career pathways have been put in place to support development and progression for education and hospitality & catering staff; these provide a defined structure that helps 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. Similar pathways are to be developed for other areas of operations.

Our new electronic Personal Development Review (PDR) system, launched in 2023, helps ensure 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 workplace adjustments or flexible working.

We are launching a new People Roadmap this year, to look at all things people related. As part of this we will be focusing on our values and culture; and also undertaking a full review of our employee benefits package. For 2024 we have already introduced salary sacrifice options for our

pension schemes and implemented a cycle to work scheme; and we are looking at the feasibility of a salary-sacrifice electric vehicle scheme.

We continue striving to be an even more inclusive employer and have a dedicated Equality, Diversity and Inclusion (EDI) working group to help us identify and remove any potential barriers. It remains the case that all staff are required to undertake mandatory EDI training and that hiring managers are also required to undertake unconscious bias training for recruitment purposes.

Our staff are regularly provided with the opportunity to provide feedback both on how we operate and how we could improve further as an employer, via their Staff Representatives on our various committees and working groups and also through periodic surveys as part of our Investors in People accreditation process.

As noted above, Gender Pay Gap reporting does not measure whether men and women are paid equally for doing the same role or roles of similar or equal work. However, we remain confident that within Field Studies Council they are, because the role profiles and grades for all jobs are evaluated to ensure equality and consistency in salary, and also benchmarked externally against similar sector organisations in line with the ever-changing national labour market: the next such benchmarking exercise will be completed in the latter half of 2024.

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 stylized 'M' followed by a long, sweeping horizontal line that curves slightly upwards at the end.

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