

Field Studies Council Gender Pay Gap – April 2025

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.

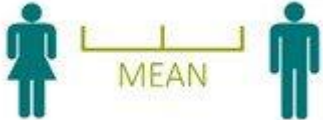

Note: the Gender Pay Gap does not measure whether men and women are paid equally for the same or equivalent work.

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, whilst also providing an ongoing and meaningful 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 2025 to ascertain the difference in hourly pay between men and women.

		
Field Studies Council	14.71%	3.91%
FSC Trading Ltd	6.59%	-1.99%
Combined figures	11.74%	0.00%

The **combined median Gender Pay Gap is 0.00%**, meaning that the midpoint hourly pay for men and women across the organisation is the same.

The combined mean of 11.74% is a decrease of 0.32% (from 12.06%) on last year, and an overall decrease of 11.26% (from 23%) since reporting began in 2017.

The combined median of 0.00% is a decrease of 1.98% (from 1.98%) on last year, and an overall decrease of 12.4% (from 12.4%) since 2017.



When taken individually, the figures for both companies are as follows. The mean: Field Studies Council has decreased by 1.2% (from 15.91%), however FSC Trading Ltd has increased by 0.93%

(from 5.66%). The median: Field Studies Council has increased by 0.96% (from 2.95%), and decreased by 0.01% (from -1.98%) for FSC Trading Ltd.

Our combined mean (average) of 11.74% indicates that for every £1 earned by a man a woman earns 88p. However, the median is generally considered to be a more representative statistical measure, as it is less influenced by very low or very high hourly pay like the mean is. Our combined median (mid-point) of 0.00% therefore indicates that for every £1 a man earns, a woman also earns £1.

What is our overall Gender Balance?

The proportion of men and women employed is:







		
Field Studies Council	40.2%	59.8%
FSC Trading Ltd	37.3%	62.7%
Combined figures	39.1%	60.9%

The figures show that we continue to employ a higher number of women than men across the organisation. The proportion of women has increased slightly by 0.2% from the combined figure of 60.7% reported in 2024, although it remains 4.9% lower than the figure of 65.8% reported in 2017.

When looking at the two companies individually, the proportion of women employed by Field Studies Council has increased by 1.1% (from 58.7%) and decreased by 1.1% (from 63.8%) 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	52.0%	48.0%	37.9%	62.1%	47.5%	52.5%
Upper middle quartile	41.2%	58.8%	27.6%	72.4%	31.3%	68.8%
Lower middle quartile	29.4%	70.6%	43.3%	56.7%	42.5%	57.5%
Lower Quartile	37.3%	62.7%	40.0%	60.0%	34.6%	65.4%

What does this tell us?

We continue to employ a higher proportion of women in our lower paid roles. This reflects the wider gender balance seen across the UK 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 14.8% (from 80.2%) and in the lower middle quartile by 15.1% (from 72.6%). This demonstrates that more men are now being employed in these lower paid roles.

In the upper middle quartile, the 68.8% proportion of women overall is an increase of 4.6% from 64.2% in 2024, and this is an increase of 8.4% 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 52.5% this year.

Our combined mean (average) Gender Pay Gap figure of 11.74% is influenced by the composition of our Senior Leadership Team, where the highest paid roles are currently held by men. The median (mid-point) of 0.00% is therefore a more representative indicator of typical earnings across the organisation.

How are we addressing our Gender Pay Gap?

We are encouraged that the combined median Gender Pay Gap for 2025 is **0.00%**, meaning that the midpoint hourly pay for men and women across the organisation is the same. Whilst we recognise that this reflects positive progress, we remain committed to maintaining fair and equitable practices and continuing to monitor our data over time.

Recruitment and promotion within Field Studies Council continue to be based on merit.

We continue to promote our flexible and family-friendly policies including, where feasible, offering roles with the option to work on a flexible, hybrid or remote home-working basis. We also require all managers to undertake mandatory Menopause Awareness training to help them 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, whilst also encouraging the effective use of apprenticeship levy funding. Similar pathways are being explored for other areas of operations.

Our electronic Personal Development Review (PDR) system, launched in 2023, continues to support regular PDRs and one-to-one meetings between employees and their managers. This helps support employee development and provides opportunities to discuss career progression, training needs, and any individual requirements such as workplace adjustments or flexible working arrangements.

Our People Roadmap, launched in 2025, sets out our longer-term approach to supporting and developing our workforce. Through this we are focusing on our values and culture, employee development, and ensuring that our policies and practices support an inclusive and supportive working environment.

As part of our ongoing work to support colleagues, we continue to review and enhance our employee benefits package. Recent initiatives have included the introduction of salary sacrifice options for pension schemes and a cycle to work scheme, and we will continue to explore additional benefits where these are feasible and beneficial to staff.

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 potential barriers. All staff are required to undertake mandatory EDI training, and hiring managers must also complete unconscious bias training to support fair and inclusive recruitment practices.

Our staff are regularly given opportunities to provide feedback on how we operate and how we could improve further as an employer. This is done through staff representatives on various committees and working groups, as well as 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, as role profiles and grades for all jobs are evaluated to ensure equality and consistency in pay. These are also benchmarked externally against similar sector organisations in line with the evolving national labour market, with the next benchmarking exercise scheduled to take place during 2025.

We believe that 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. We will continue to offer fair and equitable pay, opportunities 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.



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