



# Gender Pay Gap Report

2023-2024

## What is the Gender Pay Gap?

In the UK, public, private, and voluntary sector organisations with 250 or more employees have to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings.

If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job. Several factors can impact the percentage gap. Employers must report six different measures, based on a snapshot of pay data on a set date set out by the Government Equalities Office:

- median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
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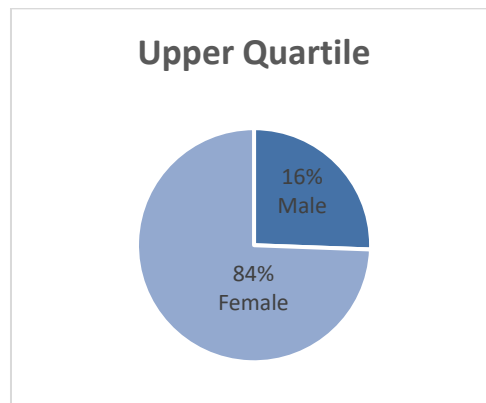
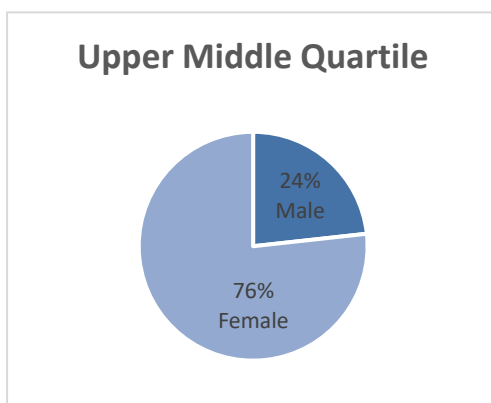
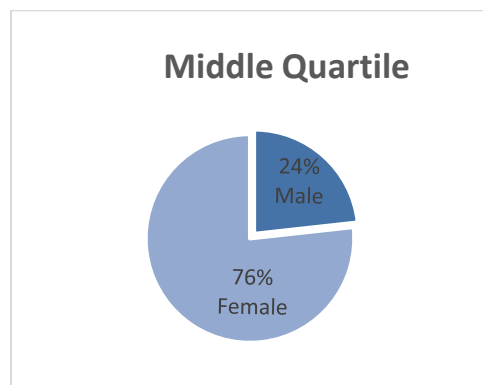
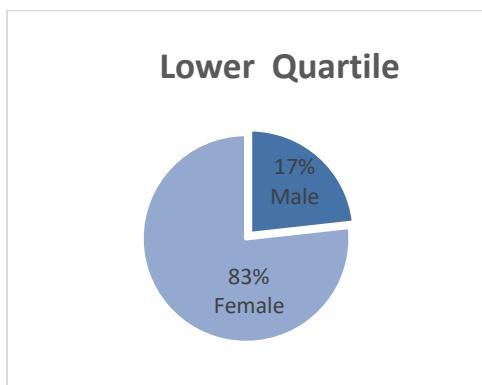
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- bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

# Quartile Pay Bands

We collected FCMS data from a snapshot date of 05 April 2023. We used our existing HR and payroll records; FCMS employs 596 Women (an increase of 116 from 2022) and 160 Males (increase of just 11 from 2022). Whilst a significant increase in female employees, the percentage of female employees overall raised by just 2.5% with the overall ratio 78.5% female, to 21.5% males.

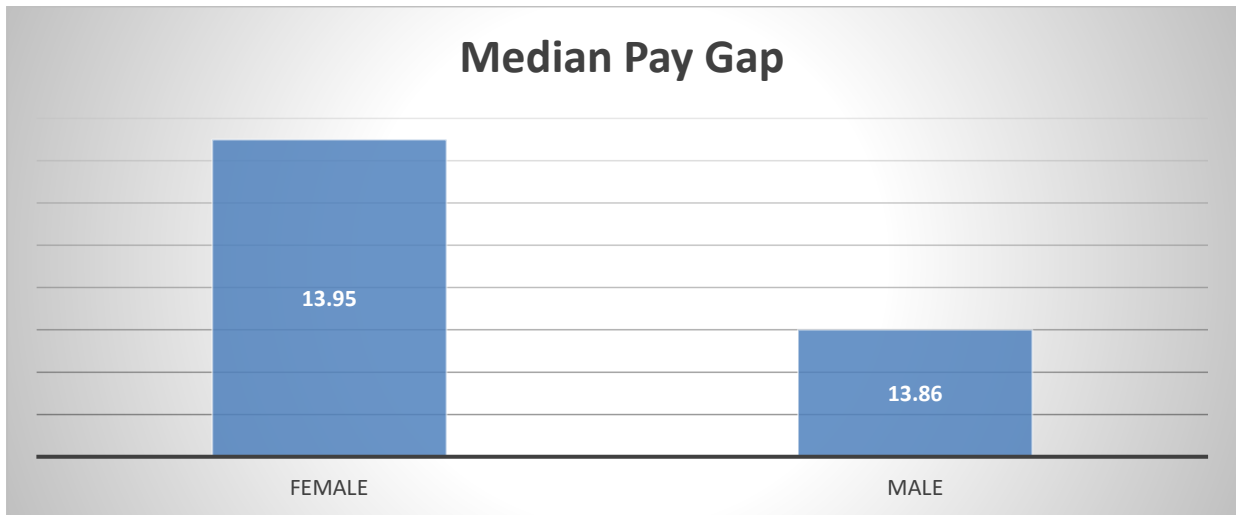
The spread of male employees in each of the quartiles also showed an interesting dynamic change, no longer evenly spread but with a higher percentage of men in the middle and upper middle quartiles as displayed below.



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# Median Pay

The Median Pay for FCMS Is as below:



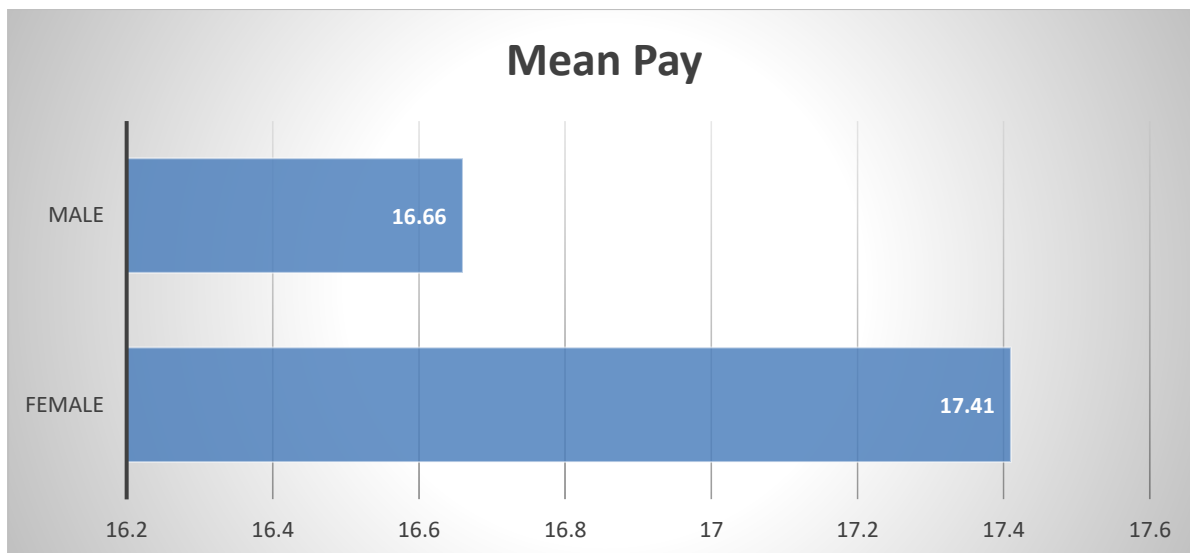
With the significant increase in staffing numbers from 2022-2023, and the slight decrease in the male population shows an interesting change in the median pay gap. For 2023 we show a Median percentage of -0.65%. As per the chart above, this is a difference of 0.09p in hourly rate. In 2022 we demonstrated a median pay gap of -1.2% (0.16p per hour). The reduction of discrepancy between the two pay rates over the 12 months is due to the changes in the male population through the quartiles.

# Mean Pay Gap

**Calculating the mean:** If we add together all the hourly pay rates that women earn, divided by the number of women in our workforce, and then compare that with the same calculation for men, we get the mean gender pay gap.

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The mean gap shows a difference in hourly rate of 0.75p in favour of our female population. The pay gap percentage is -4.5%. This is a massive reduction from the previous year of £2.11 and -14.5%.

This is a closer step to a neutral pay gap, and a substantial step in the right direction to equality

## In Conclusion....

Overall, men and women are both offered job roles at an equal basic hourly rate. We advertise a rate for the role and not the gender. We have equal opportunities for men and women across the services. There is a higher number of women in leadership roles than men, which reiterates that males are not offered more advantageous roles to women, and the pay is for the role and not the person.

The Median and Mean Gender Pay Gap's are in favour of female employees, both with minus percentages (-0.65% and -4.5%). With a nearly 4:1 proportion of females to males this doesn't come as a surprise but has significantly decreased over the past years towards a neutral pay gap.. The industry in which FCMS operates attracts more female than male employees statistically across the UK.

FCMS does not offer work bonus' to either male or female employees, so no Bonus Pay Gap has been calculated.

We confirm that this data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Tel: 01253 951345**

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