

Gender Pay Gap Report 2023

This report is presented for information and relates to the annual gender pay gap statistics for Falmouth Exeter Plus Ltd. (FX Plus) for the year 2023/24. The report is based on staff data from the 'snapshot date' of 5 April 2023, and the statistics must be reported and published by the deadline of 4 April 2024.

The headline figures show a decrease from a mean average gender pay gap of 3.2% in favour of male employees in 2022, to 2.4% in 2023. The overall profile of the staff population on 5 April 2023 was 41.6% men and 57.9% women (0.5% not specified).

1 Context

- 1.1 From 2017, any employer who has a headcount of 250 or more on their 'snapshot date' must comply with regulations on gender pay gap reporting, which requires employers to annually report and publish specific figures about their gender pay gap.
- 1.2 Employers that are required to report and publish their gender pay gap information must:
 - I. Report and publish their gender pay gap information within a year following their 'snapshot date'. This applies for each year that employers have a headcount of 250 or more on their snapshot date.
 - II. Report their gender pay gap information to the government online, using the Gender pay gap service.
 - III. Publish their gender pay gap information (and written statement if applicable) in a prominent place on their public-facing website.
- 1.3 The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. This is expressed as a percentage of men's earnings.
- 1.4 The gender pay gap is not the same as equal pay. While the gender pay gap and equal pay both deal with pay disparity at work, they are not the same issue.
- 1.5 Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay. This is the law and employers must observe it. This applies not only to salary, but to all contractual terms and conditions of employment, such as holiday entitlement, bonuses, pay and reward schemes, pension payments and other benefits. Unequal pay has been unlawful for decades and is now covered under the Equality Act 2010.
- 1.6 The gender pay gap is a measure of the difference between men and women's average earnings across an organisation or the labour market as a whole over a period of time, regardless of role or seniority. Even if an employer has an effective

equal pay policy, it could still have a gender pay gap if, for example, the majority of women are employed in lower-paid jobs.

2 Gender Pay Gap Report 2023

2.1 FX Plus submits figures for any year where the organisation has a headcount of 250 or above. FX Plus's gender pay gap metrics for the year ending 5 April 2023 are outlined below.

Table 1: Core Staff Gender Pay Gap Metrics 2023

| Metrics | 2023 | 2022 | 2021 | 2020 | 2019 |
|---|------------|--------------|-------------|--------------|-------------|
| Mean gender pay gap – Women's pay is: | 2.4% lower | 3.2% lower | 0.8% higher | 4.9% lower | 1.7% lower |
| Median gender pay gap – Women's pay is: | 3.6% lower | 1.8% lower | 3.4% higher | 1% lower | 1.8% lower |
| Mean gender bonus pay gap – Women's bonus pay is: | 25% lower | 35.7% higher | 75% lower | 66.4% lower | 88.8% lower |
| Median gender bonus pay gap – Women's bonus pay is: | 8.2% lower | 25% higher | 0% lower | 33.7% higher | 91% lower |
| The proportion of male employees receiving a bonus: | 0.9% | 10.8% | 4.3% | 3.2% | 4.7% |
| The proportion of female employees receiving a bonus: | 2% | 11.3% | 1.3% | 5.6% | 1.8% |

Table 2: Gender Pay Gap Quartiles 2023

| | Women | Men | Description |
|------------------------------|-------|-------|---|
| Lower quartile | 67.7% | 32.3% | All employees whose standard hourly rate places them at or below the lower quartile. |
| Lower middle quartile | 52.2% | 47.8% | All employees whose standard hourly rate places them above the lower quartile but at or below the median. |
| Upper middle quartile | 50.4% | 49.6% | All employees whose standard hourly rate places them above the median but at or below the upper quartile. |
| Upper quartile | 57.9% | 42.1% | All employees whose standard hourly rate places them above the upper quartile. |

2.2 The median gender pay gap is often used as the main measure when comparing the gender pay gap over time, or to other organisations. This is because it is not skewed by particularly high or low outlier data. The latest national and sector gender pay gap data from UCEA is from 2022, and shows that the median sector gender pay gap at that time was 14.9% for the whole UK economy, and 13.7% for the HE sector. While FX Plus's staff group is very different from that of a typical organisation in the HE sector, FX Plus's gender pay gap figures compare very favourably with both of these benchmarks.

2.3 The relatively small proportion of staff in receipt of bonus payments at FX Plus results in the significant differences in the gender bonus pay gap across the years.

2.4 Initiatives which have been progressed and led by the People and Culture team to address gender pay gap disparities, include:

- I. **Mentoring Scheme** – Launched in 2021 to help promote and support career progression, the scheme has continued annually since. Whilst this is open to all staff, a key driver was to support those under represented to have support in realising their ambitions and the opportunity to maximise their potential.
 - II. **Data Collection and Analysis** – Falmouth’s People & Culture Department continues to develop both the types of data and feedback that is collected, such as the recent introduction of automated new starter and leaver surveys, and the ways in which this is analysed and presented to better understand the employee experience. This will allow us to continue to identify potential barriers that may exist when working towards closing the gender pay gap.
- 2.5 In addition, it is anticipated that the work FX Plus is undertaking to support the University Mental Health Charter, and the work of specific wellbeing projects such as the Menopause Support Group, will ensure that the campus community provides appropriate levels of support for women whose health, confidence, or difficulties with work / life balance may otherwise discourage them from progressing their career.
- 2.6 While much progress has been made, and FX Plus compares favourably against national benchmarks, the above initiatives alone are unlikely to remove or substantially reduce the remaining gender pay gap. While the national pay gap is reducing slowly over time, cultural factors are a significant barrier to closing this faced by most employers. These include stereotypes and traditions relating to work that people of working age grew up with, and the continuing pattern of women taking on more of the domestic and caring responsibilities. To make further progress, FX Plus may have to think more radically about how to overcome some of these barriers.

3 Written Statement

- 3.1 As part of our legal obligations FX Plus are publishing this data in response to our responsibilities under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which require us to report on a the metrics provided at 2.1 as of 5th April in a given year. On behalf of FX Plus, I confirm that the 2023 gender pay gap information provided at section 2.1 of this report, and reported to the government online using the gender pay gap service for the year 2023/24 is accurate.

Signed: 

Date: 13th March 2024

Name: **Stuart Gaslonde**

Job title: **Executive Director (Interim)**