



# **Food Standards Agency**

## **Gender Pay Gap Report 2017**

Published March 2018

## 1. Background

In 2017 the Government introduced world-leading legislation that made it a statutory requirement for all organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data by 30 March 2018 and then annually. This will include mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The Food Standards Agency (FSA) supports the fair treatment and reward of all staff irrespective of gender and is committed to creating a culture that is transparent, diverse, and inclusive. To support this we are launching a refreshed Diversity and Inclusion Strategy in 2018.

This is the FSA's first Gender Pay Gap report. It is based on a snapshot of all FSA staff as at 31 March 2017.

## 2. Context

The FSA is a non-ministerial government department established under the Food Standards Act 1999 and operational since April 2000. The FSA's role is defined in law. The Food Standards Act states that: "The main objective of the Agency in carrying out its functions is to protect public health from risks which may arise in connection with the consumption of food (including risks caused by the way in which it is produced or supplied) and otherwise to protect the interests of consumers in relation to food."

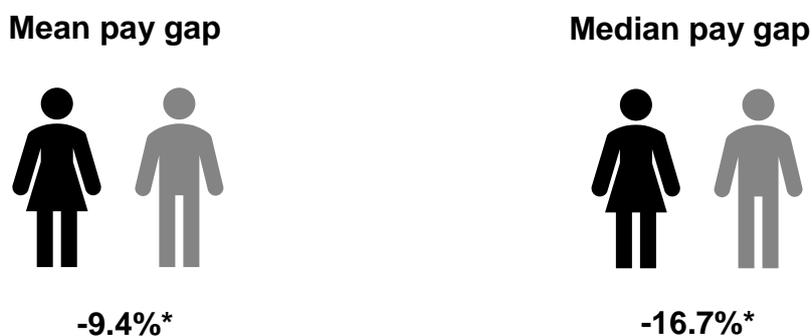
At 31 March 2017, 1071 people worked for the FSA. 32% of all staff in FSA were women, and 44% of Senior Civil Servants (SCS) in FSA were women.

The FSA uses Civil Service grades ranging from Administrative Officer to Senior Civil Servant. Grades vary according to the level of responsibility that staff have and each grade has a set pay range. Salaries are paid according to grade and annual pay awards within the grade are paid irrespective of gender.

Our headquarters are in London however the FSA have offices in Belfast, Cardiff and York. We also have significant numbers of employees working through England, Wales and Northern Ireland based in abattoirs or as field staff and homeworkers. All grades with the exception of the Senior Civil Service (SCS) have both a London and National pay range.

### 3. Gender Pay Gap analysis

#### Gender pay gap



\*A negative number indicates that women on average earn more than men.

The mean gender pay gap is the difference in the average hourly pay for women compared to men. Across the organisation, mean pay for women is 9.4% more than that of men.

The median represents the middle point of a population. If you separately lined up all female employees and all male employees, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man. The median pay for women across the organisation is 16.7% more than that of men.

These figures are very different from the Civil Service average (mean pay gap 11%, median pay gap 12.7%) as per Office of National Statistics, March 2017, however this is not directly comparable in terms of methodology.

These figures do not take into account other factors, which can influence pay, such as grade, location or length of service.

The negative gender pay gap across the organisation as a whole is mainly due to the structure of our workforce:

- The FSA workforce has a significantly higher proportion of males (68%) than females (32%).
- 60% of male employees work in the two most junior grades (mainly as Meat Hygiene Inspectors at EO grade).
- 81% of employees in the two most junior grades are male.
- The proportion of women in more senior grades is higher.
- The Chief Executive (SCS3) at the time was female therefore raising the average pay of women significantly.

In addition to this Meat Hygiene Inspectors are on national pay bands, which are lower than the London range to reflect the difference in living costs.

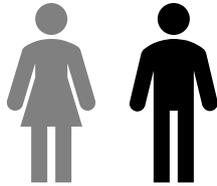
The average pay gaps (both mean and median) when analysed by grade are significantly different to the overall figure, with a majority of grades having a gap in favour of men.

Grade (increasing seniority)	Mean gender pay gap	Median gender pay gap
AO	-0.4%	-1.7%
EO	3.9%	3.3%
HEO	4.8%	0.3%
SEO	1.9%	2.7%
Grade 7	3.0%	5.0%
Grade 6	2.6%	2.5%
SCS 1	0.2%	-0.3%
SCS 2	7.8%	10.2%
SCS 3 *	N/A	N/A

\* no pay gap at SCS3 as only one employee

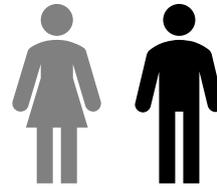
## Gender bonus pay gap

### Mean bonus pay gap



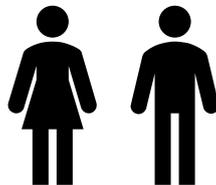
4.7%

### Median bonus pay gap



5.5%

### Proportion of men and women receiving a bonus



38%

33%

FSA offers an end of year performance award, paid as a set value to staff marked 'excellent' in an annual review. In addition to an in-year scheme that recognises and rewards excellent and exceptional one-off achievements.

Whilst more women received a bonus, the bonuses they received were, on average, smaller. The number of in-year bonuses was small and evenly split however year-end bonuses were paid on a pro rata basis for staff who worked part-time. At 31 March 2017, 22% of women in FSA worked part-time compared to 8% of men. As calculations reflect the actual value of bonuses, this is reflected in the size of the bonus pay gap.

## Proportion of male and female employees in each pay quartile



24.6%



75.4%

Lower quartile



20.1%



79.9%

Lower middle quartile



42.0%



58.0%

Upper middle quartile



41.4%



58.6%

Upper quartile

The hourly pay quartiles show the proportion of men and women that are in each pay quartile, when employees are arranged in order of hourly pay rate. All quartiles have higher proportions of male staff than female staff. As 68% of the FSA's staff are men, a majority of whom work in the EO grade, this illustrates that the negative pay gap is largely as a result of a higher concentration of men at more junior grades where pay is lower. A breakdown of gender representation at each grade is shown below.

Grade (increasing seniority)	Number of men (% of men who work in this grade)	Number of women (% of women who work in this grade)	% of persons at this grade who are female
AO	7 (1%)	16 (5%)	70%
EO	424 (59%)	84 (24%)	17%
HEO	95 (13%)	79 (23%)	76%
SEO	107 (15%)	105 (30%)	50%
Grade 7	65 (9%)	44 (13%)	40%
Grade 6	17 (2%)	12 (3%)	41%
SCS	9 (1%)	7 (2%)	44%
Total	724	347	32%

#### 4. Taking action

We are committed to fair pay irrespective of gender and to improving our gender pay gap. We will continue to promote policies and initiatives to support equal opportunities for our entire workforce.

We are introducing a new performance management system and we will increase the transparency of how our performance-related pay is applied by publishing the distribution of awards, which will be shared with all staff. By sharing this information, we hope to encourage more open discussions about the use of the reward schemes and increase transparency of how it is applied.

We are developing a pay and reward strategy and reviewing the pay structures for staff below the SCS as part of wider pay and reward work.

We will increase access to mentoring, shadowing, coaching and career conversations to encourage and promote progression into senior roles.

We support all staff who wish to work more flexibly such as job share, reduced hours, compressed hours. We will encourage the uptake of shared parental leave, which means men can take on more caring responsibilities. Through the FSA 'Our Ways of Working' programme we will continue to develop our modern working practices that offer staff greater flexibility including homeworking, focussing on outcomes rather than the time spent in the office, and location agnostic roles where possible.

We will look at extending our candidate reach by utilising social media, alternative recruitment/career platforms, and methods of selection to attract a wider and more diverse range of candidates. Continuing with name blind recruitment and gender-mixed interview panels, and all interview panel members must undertake mandatory unconscious bias training.

We will continue to work with our active Women's Network, and encourage the development of other staff networks such as a New and Expectant Parents Network.

We are increasing participation in the cross-government 'Positive Action Pathway' programmes which provide development support specifically targeted at those with protected characteristics - including women.