



# **Food Standards Agency**

## **Gender Pay Gap Report 2018**

Published January 2019

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## 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 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.

This is the Food Standards Agency's (FSA) second Gender Pay Gap report. It is based on a snapshot of all FSA staff as at 31 March 2018.

## 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 2018, 1086 people worked for the FSA. 35% of all staff in FSA were women, and 43% 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.

Building a diverse and inclusive workforce that reflects the people we serve is one of the Civil Service's top workforce priorities. Our collective aim is to make the Civil Service the UK's most inclusive employer by 2020. The Civil Service Diversity & Inclusion Strategy outlines how we plan to achieve this. The Civil Service should create opportunities for all in a truly meritocratic way and reward all civil servants fairly, regardless of gender, ethnicity or any other personal characteristic.

The 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 launched a refreshed FSA Diversity and Inclusion Strategy in 2018.

The strategy makes three commitments:

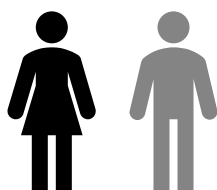
- attract and retain a diverse workforce
- champion inclusivity across our leadership and management community
- develop and support staff networks in strengthening our diverse and inclusive culture

A Diversity Council has been established to ensure we deliver our commitments under the Diversity and Inclusion strategy. The Council is made up of representatives from all grades and areas of the FSA including representatives from staff networks such as the Women's Network and Parent Support Network.

### 3. Gender Pay Gap analysis

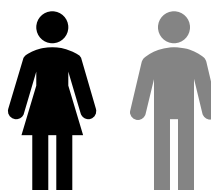
#### 3.1 Median / Mean gender pay gap

##### Median pay gap



**-17.5%\***

##### Mean pay gap



**-9.3%\***

\*A negative number indicates that women on average earn more than 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 17.5% more than that of men which is an increase from 16.7% more than men on 2017.

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 9.3% more than that of men. This is almost identical to the 2017 figure (-9.4%).

These figures are very different from the Civil Service average (mean pay gap 8.6%, median pay gap 12.2%) as per Office of National Statistics, March 2018, 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 (65%) than females (35%) although this has narrowed by three percentage points since 2017.
- 54% 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 (HEO-SCS) is higher. 76% of female employees are HEO-SCS grades.

In addition to this, most Meat Hygiene Inspectors are on national pay bands, which are lower than the London range to reflect the difference in living costs. The gender balance for roles in London is 49% to 51% in favour of women whereas outside of London it is 71% to 29% in favour of men.

The average pay gaps (both mean and median) when analysed by grade are significantly different to the overall figure. Last year most grades had a gap in favour of men. In 2018 there has been a shift in most grades.

At AO grade the difference is down to a significant reduction in headcount at this level. Most remaining AOs are predominantly female and London-based or long-serving employees.

Three quarters of new recruits at EO grade have been female. As most new starters joined at the lower end of the salary band this has increased the gender pay gap in favour of men at this grade. However, the recruitment of female employees does create a pipeline for progression through the FSA.

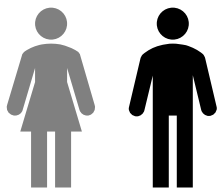
At the higher grades we have recruited/promoted more females and as these appointees are more likely to be existing civil servants, in several cases they will start above the minimum salary due to the rule on receiving a minimum salary increase of 10% increase on promotion.

Grade (increasing seniority)	Mean gender pay gap 2018	Mean gender pay gap 2017	Median gender pay gap 2018	Median gender pay gap 2017
AO	-6.4%	-0.4%	-8.8%	-1.7%
EO	4.7%	3.9%	4.2%	3.3%
HEO	-0.8%	4.8%	-2.3%	0.3%
SEO	-0.03%	1.9%	2.2%	2.7%
Grade 7	-0.5%	3.0%	0.9%	5.0%
Grade 6	1.1%	2.6%	1.5%	2.5%
SCS 1	1.2%	0.2%	-2.3%	-0.3%
SCS 2	2.6%	7.8%	4.6%	10.2%
SCS 3 *	N/A	N/A	N/A	N/A

\* No pay gap at SCS3 as only one employee.

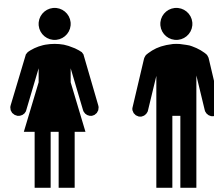
### 3.2 Gender bonus pay gap

#### Mean bonus pay gap



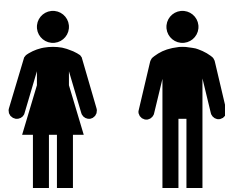
**0.9% (4.7%)**

#### Median bonus pay gap



**0% (5.5%)**

#### Proportion of men and women receiving a bonus



**32%  
(38%)**

**28%  
(33%)**

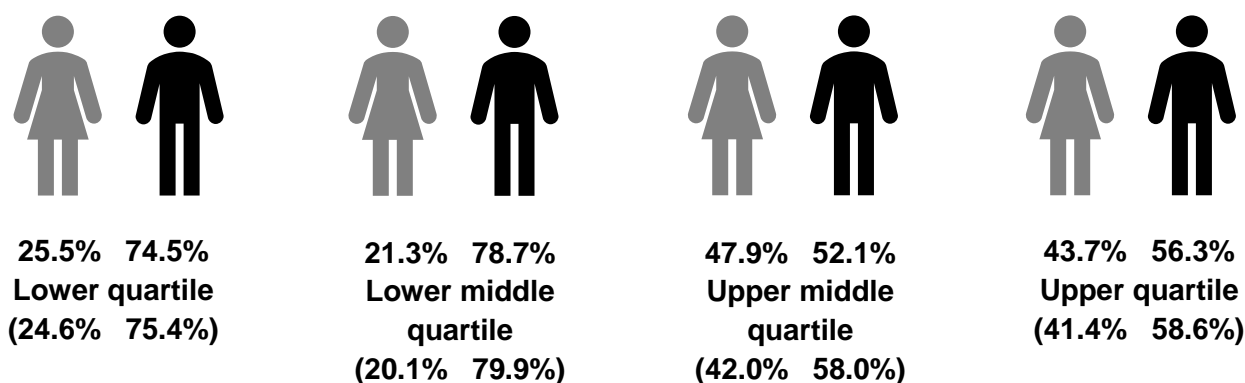
\* 2017 figures in brackets.

The FSA offered 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 recognised and rewarded excellent and exceptional one-off achievements.

As with 2017, more women than men received a bonus. However, this year the bonus pay gap is negligible. There was a slight difference in bonuses received as they were

paid on a pro rata basis for staff who worked part-time. Ninety percent of recipients who worked part-time were female.

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



\* 2017 figures in brackets.

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 65% 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. The percentage of female employees in the upper middle and upper quartiles has increased on 2018. 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 (+ / - 2017 figure)
AO	2 (1%)	6 (5%)	75% (+5%)
EO	374 (59%)	83 (24%)	18% (+1%)
HEO	109 (13%)	97 (23%)	47% (+2%)
SEO	113 (15%)	121 (30%)	52% (+2%)
Grade 7	72 (9%)	47 (13%)	39% (-1%)
Grade 6	15 (2%)	16 (3%)	52% (+11%)
SCS	14 (1%)	6 (2%)	30% (-14%)
Total	699	376	35% (+3%)

## 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 support all staff who wish to work more flexibly such as job share, reduced hours, compressed hours. We encourage the uptake of shared parental leave, which means men can take on more caring responsibilities and offer three weeks paternity leave. We have developed modern working practices that offer staff greater flexibility, focussing on outcomes, and location agnostic roles where possible.

The FSA Our Ways of Working (OWOW) programme was established to create an environment in which our people are highly capable, effectively supported and engaged with our mission – food we can trust – so that they consistently choose to make outstanding contributions to protecting, informing and empowering consumers. A key part of the programme is our People Offer where staff can choose the most productive environment to work in subject to business needs. We have given staff the opportunity to have greater balance between home and work life through three contract options.

Home-enabled – individuals are contractually home-based.

Multi-location – the contractual workplace will be a named FSA site. The regular agreed working pattern and working time will be split (approximately 50/50) between the contractual workplace and another location e.g. home.

Site-based – the contractual workplace will be a named FSA office and individuals will be predominantly based there, occasionally working from home, or another location, one day per week or less. FSA inspection staff who work out of third-party premises are required to be site-based.

Approximately 50% of FSA staff are now site-based with the take up of home-enabled and multi-location being approximately 25% each.

The introduction of the OWOW People Offer has made it easier for employees to balance the demands of home and employment. To illustrate this, the 2017 staff survey results show that female employees with (or without) childcare responsibilities who have chosen to work from home or be multi-site working have an increased level of engagement. This in turn may lead to improved recruitment and retention and progression of female staff through the organisation.

FSA engagement score (all staff)	60%
Female with childcare responsibilities: home-enabled	75%
Female without childcare responsibilities: home-enabled	71%
Female with childcare responsibilities: multi-location	71%



Female without childcare responsibilities: multi-location	66%
Female without childcare responsibilities: site-based	63%
Female with childcare responsibilities: site-based	58%

During the period covered by this report 63% of new recruits to the FSA were female. The only grade where more males were recruited was at SCS level where all three appointees were men. We continue to work to ensure our workforce and in particular our SCS are representative of the citizens we serve and through our new diversity and inclusion strategy we will look at how we can attract a more diverse range of candidates.

This year we introduced a new performance management system. A key element of the new system is a quarterly career conversation. Whilst not everyone wants to develop their career or seek promotion, the FSA believes it is important that part of the performance discussion includes identifying career aspirations and identify areas where there is a want or need to develop. We have moved from end of year to in-year reward. By sharing the distribution of awards with all staff we hope to encourage more open discussions about the use of the reward scheme and increase transparency of how it is applied.

Our Women’s Network’s vision is to encourage, enable and inspire women to achieve their full potential. The FSA continues to work closely with the network on promoting an inclusive culture regardless of gender and to identify and address potential barriers for women in the workplace.

In 2018 the FSA officially became a member of Working Forward, a nationwide initiative launched by the Equality and Human Rights Commission which encourages businesses to adopt best practice for pregnant women and new parents in the workplace. We will continue to support all staff through their parental journeys working with our new Parent Support Network. The network was set up by parents in the FSA to develop a regular open and easy way of linking parents across the Agency to support each other and to be a driver in informing/developing FSA policies related to parents.

We will be extending our candidate reach and targeting returners (people who have taken an extended break from paid work for caring or other reasons).

We are reviewing our current pay system. The existing grading structure has long bandwidths with clusters of employees at the minima and maxima of each grade.

## 5. Declaration

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.