



# **Food Standards Agency Gender Pay Gap Report 2020**

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## Introduction

In 2017 the Government introduced world-leading legislation that made it statutory 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, including 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.

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 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.

## Profile of the Food Standards Agency

The Food Standards Agency (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."

Our headquarters are in London however the FSA have offices in Belfast, Birmingham, 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.

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 through the delivery of the objectives set out in our Diversity and Inclusion Strategy published in 2018:

- 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

This is the FSA's fourth Gender Pay Gap report. It is based on a snapshot of all FSA staff as at 31 March 2020 and fulfils our reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

## The 2020 gender pay gap for the FSA

Summary of the Ordinary and Bonus pay gaps:

	Ordinary pay gap	Bonus pay gap
<b>Mean</b>	-9.6% *	-16.3% *
<b>Median</b>	-21.6% *	0.0%

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

### Our workforce

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.

All grades with the exception of the Senior Civil Service (SCS) have both a London and National pay range.

On 31 March 2020, 1265 people worked for the FSA of which 40% were female. FSA's headcount has increased by 67 since 31 March 2019 and the percentage of female employees went up from 37%. The number of Senior Civil Servants who are female, went from 27% up to 42%.

Gender balance at different grades is one of the main contributing factors to an organisation's gender pay gap. A breakdown of gender representation at each grade is shown below.

Table shows the gender representation at each grade:

Grade	Number of men	% at this grade	Number of women	% at this grade	% who are female	+ or - 2019 figure
AO	4	<1%	8	2%	67%	-8%
EO	356	47%	99	20%	22%	+2%
HEO	142	19%	133	26%	48%	0%
SEO	145	19%	165	32%	53%	+2%
Grade 7	74	10%	77	15%	51%	+6%
Grade 6	23	3%	15	3%	39%	-15%
SCS	14	2%	10	2%	42%	+15%
<b>Total</b>	<b>758</b>		<b>507</b>		<b>40%</b>	<b>+3%</b>

(Rounding means that percentages may not sum to 100%.)

## Gender Pay Gap analysis

### Ordinary pay

Ordinary pay mean and median pay gaps 2020:	
Mean pay gap	Median pay gap
-9.6%	-21.6%

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 9.6% 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 21.6% more than that of men.

Ordinary pay mean and median pay gap comparison from 2017 to 2020:

	2017	2018	2019	2020
<b>Mean pay gap</b>	-9.4%	-9.3%	-8.0%	-9.6%
<b>Median pay gap</b>	-16.7%	-17.5%	-14.7%	-21.6%

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

The FSA workforce continues to have a significantly higher proportion of males (60%) than females (40%) although this has narrowed by eight percentage points since 2017. Almost fifty percent of male employees work in the two most junior grades (mainly as Meat Hygiene Inspectors at EO grade). Seventy seven percent of employees in the two most junior grades are male. The proportion of women in more senior grades (HEO-SCS) is higher with 79% of female employees in 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 54% to 46% in favour of women whereas outside of London it is 64% to 36% in favour of men.

The average pay gaps (both mean and median) when analysed by grade are significantly different to the overall figure with the pay gaps much narrower.

Mean pay gap:

Grade	2017	2018	2019	2020
AO	-0.4%	-6.4%	-3.6%	2.9%
EO	3.9%	4.7%	4.5%	1.9%
HEO	4.8%	-0.8%	0.2%	-0.4%
SEO	1.9%	-0.03%	0.7%	-0.4%
Grade 7	3.0%	-0.5%	2.2%	1.4%
Grade 6	2.6%	1.1%	2.1%	-5.1%
SCS 1	0.2%	1.2%	7.9%	10.7%
SCS 2	7.8%	2.6%	-1.6%	-3.6%
SCS 3	N/A	N/A	N/A	N/A

(No pay gap at SCS3 as only one employee.)

Median pay gap:

Grade	2017	2018	2019	2020
AO	-1.7%	-8.8%	-3.4%	0.4%
EO	3.3%	4.2%	3.9%	2.8%
HEO	0.3%	-2.3%	-0.1%	-0.2%
SEO	2.7%	2.2%	0.9%	0.2%
Grade 7	5.0%	0.9%	1.3%	2.4%

<b>Grade 6</b>	2.5%	1.5%	0.9%	-4.8%
<b>SCS 1</b>	-0.3%	-2.3%	9.6%	10.3%
<b>SCS 2</b>	10.2%	4.6%	-1.9%	-2.9%
<b>SCS 3</b>	N/A	N/A	N/A	N/A

(No pay gap at SCS3 as only one employee.)

Although automatic pay progression has ceased, its historical impact combined with male staff more likely to have longer service, at EO grade in particular, affected our gender pay gap. Our new pay structure introduced in August 2019 has had a positive impact. The gap at EO grade has narrowed by 2.6 percentage points as we transition over two years to spot rates. The new pay structure introduced higher pay bands for 'market-force/niche' job roles and this accounts for the gap in favour of women at Grade 6.

Staffing changes at SCS 1 resulted in increases to mean and median pay gaps. The population size is small and SCS pay bands are wide, meaning any change is likely to amplify the impact.

## Bonus pay

Mean and median bonus pay awarded to both men and women:

<b>Mean bonus pay gap</b>	<b>Median bonus pay gap</b>	<b>Proportion of men receiving a bonus</b>	<b>Proportion of women receiving a bonus</b>
-16.3%	0.0%	62.8%	62.9%

The FSA recognises and rewards individuals or teams for exceptional achievements relating to specific tasks or activities, and/or for acting as an outstanding role model in the demonstration of the FSA's Values. Awards are limited to specific values (cash awards of £100, £250, £500 or £1,000). There is no limit to the number of awards an individual may receive but the total amount is capped at £2,500. The proportion of males and females receiving awards was similar, however female staff received proportionately higher amounts than male colleagues. Higher graded staff of both sexes received higher amounts than lower grades and due to the workforce structure mentioned above this has impacted on the bonus pay gap.

Bonus pay gap mean and median pay gap for each gender from 2017 to 2020:

	2017	2018	2019	2020
<b>Mean bonus pay gap</b>	4.7%	0.9%	11.8%	-16.3%
<b>Median bonus pay gap</b>	5.5%	0.0%	0.0%	0.0%
<b>Proportion of men receiving a bonus</b>	33%	28%	60%	62.9%
<b>Proportion of women receiving a bonus</b>	38%	32%	60%	62.8%

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

Percentage of male and female employees in each pay quartile:

Lower quartile	Lower quartile	Lower middle quartile	Lower middle quartile	Upper middle quartile	Upper middle quartile	Upper quartile	Upper quartile
Female	Male	Female	Male	Female	Male	Female	Male
25.7%	74.3%	33.0%	67.0%	49.5%	50.5%	51.4%	48.6%

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. For the first time since we started gender pay gap reporting, female employees are now the majority in the upper quartile although the proportion of men and women in the upper quartiles is similar. The higher concentration of men at more junior grades where pay is lower illustrates why there is a large negative pay gap. The percentage of female employees in each of the quartiles is increasing as we recruit more female employees and see an increasing number of female employees at higher grades.

Table shows the proportion of male and female employees from 2017 to 2020 in each pay quartile:

Year	2017	2017	2018	2018	2019	2019	2020	2020
Gender	Male	Female	Male	Female	Male	Female	Male	Female
<b>Lower quartile</b>	75.4%	24.6%	74.5%	25.5%	74.4%	25.6%	74.3%	25.7%
<b>Lower middle quartile</b>	79.9%	20.1%	78.7%	21.3%	73.7%	26.3%	67.0%	33.0%
<b>Upper middle quartile</b>	58.0%	42.0%	52.1%	47.9%	49.8%	50.2%	50.5%	49.5%
<b>Upper quartile</b>	58.6%	41.4%	56.3%	43.7%	53.6%	46.4%	48.6%	51.4%



## **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.

### **Recruitment**

We ensure the selection process is clear on our job adverts, providing prospective candidates with transparency regarding the selection panel, assessments and criteria. We are committed to representative selection panels and each panel must include female representation to ensure gender balance. To eliminate potential bias in the recruitment process we use gender-neutral language in job adverts and inclusive language in all communications to gain the attention and interest of diverse applicants.

We use structured interviews and we can use a range of assessments including situational judgment tests, technical interviews and media scenarios. These reduce the reliance on candidates performing well at a single interview as well as testing a range of skills. These assessments aid the panel in making their final decision and are not an automatic pass or fail.

We have adopted Civil Service Success Profiles. The framework is designed to make the process for recruitment more flexible, accessible and inclusive, offering different methods of recruitment based on behaviours, strengths, ability, experience, and technical skills.

### **Flexible working**

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 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. Staff have the opportunity to be office-based, work from home or split their time between the office and another location. We have invested in upgrading our IT infrastructure to support this and trained our managers and teams in managing performance and working remotely.

## **Career development**

The FSA recognises the importance of talent management and how it interlinks with performance management. By taking a consistent approach to how we define, identify and manage talent across the FSA, we ensure that everyone can think about, discuss and plan their development needs in line with their ambitions and potential. At quarterly check-ins we expect managers to hold career conversations with individuals in their team discussing their career aspirations and the development needed to get there (for example, potential for lateral moves) along with, what things engage and motivate and how these can be developed in role.

We help women to progress their careers through schemes such as the Positive Action Pathway (a talent programme for under-represented groups) and Crossing Thresholds (a year-long career development programme for Women in the Civil Service). These programmes provide access to the right opportunities, exposure, stretch and development to assist participants reach their potential. In addition to this, we provide access to the Future Leaders Scheme (for Grade 7 and Grade 6) and Senior Leaders Scheme (for SCS) enabling those with potential to develop their senior leadership skills and move into the top civil service roles.

## **Reward**

We introduced a new pay structure effective from August 2019. Our previous grading structure had long bandwidths with clusters of employees at the minima and maxima of each grade. We introduced spot rates at AO and EO grades and our staff are assimilating to these over the next two year. For grades HEO to Grade 6 we targeted higher pay increases to employees at the lower end of their pay grades.

## **Diversity**

Developing and supporting staff networks is a key element of our diversity and inclusion strategy. We have a range of employee led networks that provide a forum to discuss, and provide mutual support, for those with a common interest. Our networks provide a voice for and support to all employees within the FSA and each network is championed by a director who promotes their work and provides senior representation and strategic direction for their areas.

The FSA Women's Network's vision is to encourage and inspire women to achieve their full potential and our Parent Support Network aims to encourage and support parents who have not only recently had children, but all parents in their career journey and as their children grow, as well as providing support to managers so they can in turn support staff who are on the parental journey. All employees are encouraged to join these networks.

Networks are also represented on the FSA Diversity Council which is chaired by our Chief Executive and was established to ensure we deliver our commitments under the diversity and inclusion strategy. Ring-fenced funding is available to support networks stage events.

## **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.