

Gender Pay Gap Report 2024

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 2024. The report is based on staff data from the 'snapshot date' of 5 April 2024, and the statistics must be reported and published by the deadline of 4 April 2025.

The headline figures show a decrease from a mean average gender pay gap of 2.4% in 2023 to 1.6% in 2024, and an increase in the median average of 3.6% in 2023 to 6.0% in 2024. The overall profile of the staff population on 5 April 2024 was 40.6% men and 59.4% women.

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 2024

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 2024 are outlined below.

Table 1: Staff Gender Pay Gap Metrics 2024

Metrics	2024	2023	2022	2021	2020
Mean gender pay gap – Women's pay is:	1.6% lower	2.4% lower	3.2% lower	0.8% higher	4.9% lower
Median gender pay gap – Women's pay is:	6.0% lower	3.6% lower	1.8% lower	3.4% higher	1% lower
Mean gender bonus pay gap – Women's bonus pay is:	N/a	25% lower	35.7% higher	75% lower	66.4% lower
Median gender bonus pay gap – Women's bonus pay is:	N/a	8.2% lower	25% higher	0% lower	33.7% higher
The proportion of male employees receiving a bonus:	0%	0.9%	10.8%	4.3%	3.2%
The proportion of female employees receiving a bonus:	0%	2%	11.3%	1.3%	5.6%

Table 2: Gender Pay Gap Quartiles 2024

	Women	Men	Description
Lower quartile	72.6%	27.4%	All employees whose standard hourly rate places them at or below the lower quartile.
Lower middle quartile	55.1%	44.9%	All employees whose standard hourly rate places them above the lower quartile but at or below the median.
Upper middle quartile	51.1%	48.9%	All employees whose standard hourly rate places them above the median but at or below the upper quartile.
Upper quartile	58.8%	41.2%	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 2023, and shows that the median sector gender pay gap at that time was 14.3% for the whole UK economy, and 10% 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 has resulted in the significant differences in the gender bonus pay gap across the years, and in 2024, there were no bonus payment made to staff.


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** – Now in its fourth year, the scheme aims to help staff enhance their skills, maximise their potential, expand their networks, and consider career paths by working with other staff from across the organisation and wider campus community. More than 30 FX Plus staff have taken part in the scheme to date. While the scheme is open to all staff, a key driver was to support those underrepresented in realising their ambitions.
- ii. **Flexible Working** – FX Plus’s Family Leave, Discretionary Leave, and Flexible Working policies, procedures and intranet pages were reviewed and updated in 2024 to ensure that staff have access to a range of attractive options for those wishing to take time away from work to look after children or other dependents, or to work more flexibly to fit their work around other responsibilities or interests. The introduction of an Annual Leave Purchase Scheme in 2024, following a pilot in 2023, has also provided another option for staff to balance their work and home lives.
- iii. **Wellbeing** - The work FX Plus is undertaking towards the University Mental Health Charter, and the work of specific wellbeing projects such as the Menopause Support Group, will help to ensure that the organisation provides appropriate levels of support for women whose health, confidence, or difficulties with work / life balance may otherwise discourage them from progressing their career.

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 the metrics provided at 2.1 as of 5th April in a given year. On behalf of FX Plus, I confirm that the 2024 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 2024 is accurate.

Signed:



Date: 01/04/2025

Name: **Stuart Gaslonde**

Job title: **Executive Director**