

# Gender Pay Gap Report 2018



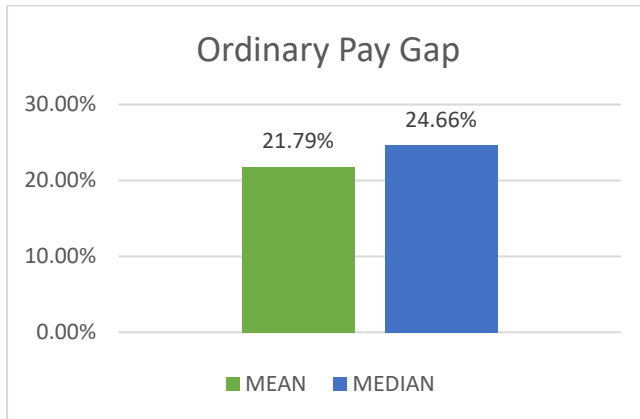
Leading UK  
Logistics

Delivering success through  
the strength of our people



At FTA we are committed to enabling both men and women to reach their full potential through the promotion of equality of opportunity in all areas of employment. As a business organisation we believe in delivering success through the strength of our people and encourage our talented individuals to flourish and develop in a transparent and fair workplace.

## Results\*

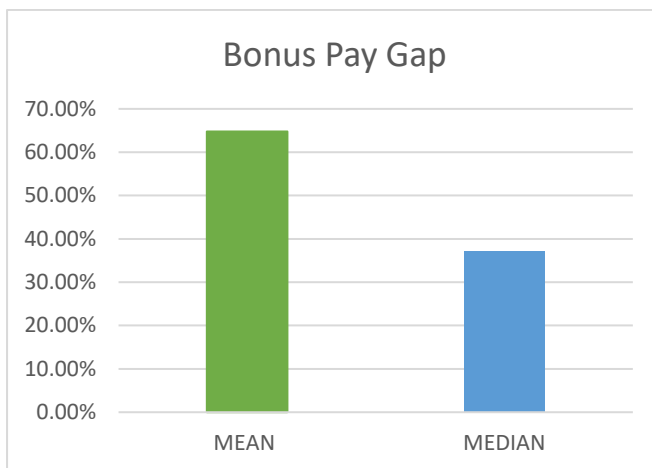


**Ordinary pay** includes basic pay but also allowances such as London Weighting. It does not include overtime.

The mean gender pay gap is 21.79%

The median gender pay gap is 24.66%

The results show that males are generally paid higher than females within FTA.

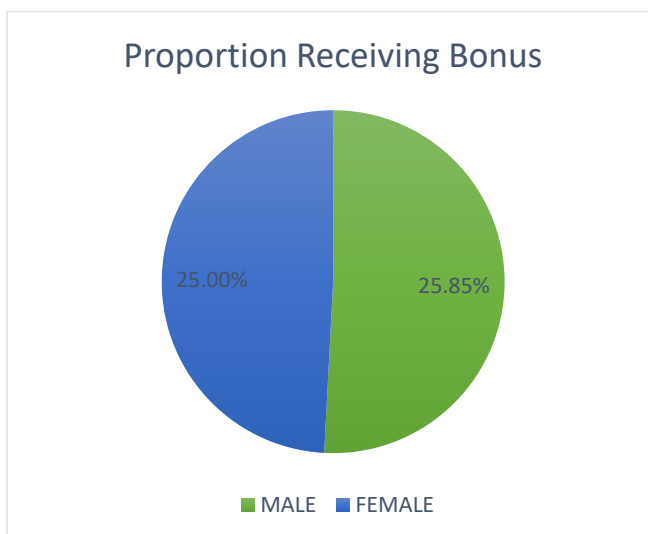


**Bonus pay** includes productivity, performance and incentive payments such as commission.

The mean gender pay gap is 64.78%

The median gender pay gap is 37.17%

Both results show that males receive a higher bonus amount when compared with females at FTA.

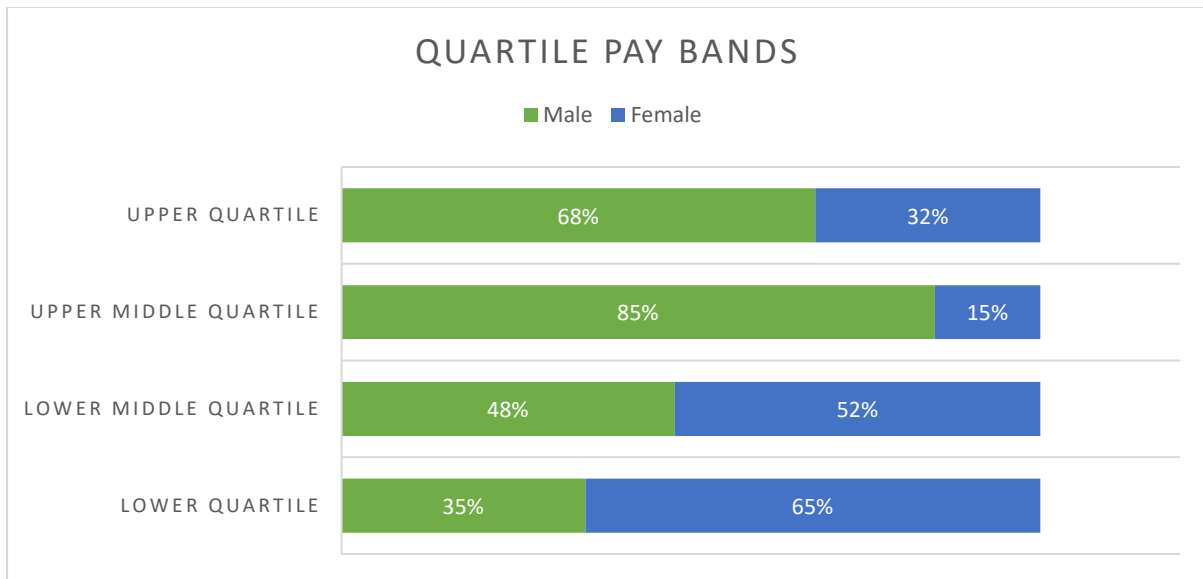


The **proportion receiving bonus** looks at the percentage of men and women that receive a bonus in relation to their gender group.

25.85% of males receive a bonus

25% of females receive a bonus

This is almost an even split between males and females receiving bonuses.



The **quartile pay bands** show the split between male and female employees in the lowest to highest paid positions. To obtain this data, job roles within the company are sorted from lowest to highest paid and then separated into four groups or “quartiles”. The lower quartile contains the lowest paid employees and the upper quartile contains the highest.

## Narrative

### Ordinary Pay Gap

In 2017 the mean gender pay gap was 19.88% and the median gender pay gap was 25.60%. In 2018 we have seen an increase in the mean gender pay gap by 1.91% however a decrease in the median gender pay gap by 0.94%. This shows there has been very little significant change in the overall gender pay gap results.

When considering the above, an important point to note is that whilst there were several higher paid females in 2017 for the 2018 results these were either no longer with FTA or were not classed as a relevant employee as of 5<sup>th</sup> April 2018. When looking at the upper quartile, the amount of males since 2017 has increased by 1% in 2018 and the amount of females has decreased by 1%. Therefore this will have some impact on the slight change in results from 2017.

What is apparent from the results is in our overall employee numbers and the quartiles in which they sit. There is a similar amount of females (29%) in both the lower quartile and lower middle quartile compared to males (21%) however there is a higher amount of males (38%) in both the upper quartiles with only 12% of females. As displayed on the above graph there are just over double the amount of males in the upper quartile alone in comparison to females. This demonstrates that the highest paid roles at FTA are largely carried out by males.

Continuing to look at the quartile pay information, the upper middle quartile holds all the Area Engineer roles in VIS Operations which is an all male department. In addition, the upper quartile has the majority of IT/Development roles which again is a predominantly male department. This male dominance within both departments is reflective of the UK workforce. The female proportion of the IT professional UK workforce is 16.2% and only 12% of females are working in Engineering positions in 2018 ([wisecampaign.org.uk/statistics/2018-workforce-statistics](http://wisecampaign.org.uk/statistics/2018-workforce-statistics)).

## Bonus Pay Gap

The results differ when calculating the average bonus paid to men and women. The mean bonus pay for men was 49 percentage points higher than for women. This is likely to be because the bonus amounts paid to employees in the upper quartile were higher and this quartile is predominantly male.

In comparison to 2017 we have more females receiving bonuses at FTA with an almost even split of 25% compared to 25.85% of males. However if we consider the substantial bonuses to be above £1,000 then only 16 females received this amount or over in comparison to 35 males. However, of these 35 males, 21 were employed within the Membership Relations team which is a predominantly male department (80%).

Due to changes in the Executive team only one female Director received a bonus in 2018 compared to five males (including the CEO) which may also impact the results.

## Actions

### **FTA is committed to improving gender balance and diversity at all levels by:**

- Developing a new gender pay working group who will discuss the evidence and reasons behind the statistics to then provide an action plan to assist in reducing the gender pay gap where possible.
- Having a strategic business objective to improve and enable gender balance and diversity throughout the business;
- Actively promoting vacancies and opportunities, especially with regards to more Senior positions, in a way that would appeal to those seeking part-time or flexible working, where this is compatible with the job role;
- Regularly reviewing our remuneration practices including, where appropriate, widening our bonus scheme to roles that are spread across all job levels;
- Using the new 'Delivery Review' and 'Job Route' performance management process to drive fairness and consistency in feedback and career conversations irrespective of role;
- Raising awareness of flexible working options amongst our people managers to encourage a more gender diverse workforce; and
- Actively supporting alternative working arrangements for our employees under the flexible working policy available to all staff.

We can confirm that the data reported is accurate.

Emma Emmett, HR Director



David Wells, CEO

