

UK Gender Pay Gap Report 2024



Contents

- Our commitment 3
- Stating the data 4
- Exploring the Gap 6
- Fostering Diversity & Inclusion 7
- Bringing our commitment to life 8

Our commitment

At the heart of FE fundinfo are the people, whose talents and perspectives drive our success. We recognise that a diverse and inclusive workforce fosters innovation, enhances performance and leads to better business outcomes.

In the UK, our three legal entities do not individually meet the headcount for mandatory gender pay gap reporting. However, we are sharing the aggregated data for these entities as part of our commitment to transparency. For FE fundinfo, addressing the gender pay gap is rooted in our belief in fairness and equality. Trust is a core value that underpins our efforts, as we work diligently to establish a foundation of mutual respect and integrity. We see this as an important aspect of continuing to cultivate a workplace where every employee has the opportunity to thrive and succeed. This commitment is essential to our mission of building a sustainable and thriving company culture.



Kate Scarles

Chief People Officer,
FE fundinfo

Stating the data

Our UK Gender Pay Gap data has been calculated adhering to the guidelines provided by the Government Equalities Office. It is crucial to distinguish this data from the issue of equal pay, where men and women performing the same job are remunerated equally, as mandated by the Equality Act 2010. The Gender Pay Gap represents the disparity in the average earnings between genders across a defined spectrum, such as a company or an entire industry.

UK Gender Pay Gap at FE fundinfo

MEAN GENDER PAY GAP = 21.4%

The mean pay gap is calculated by subtracting the mean average hourly pay for female employees from the mean average hourly pay for male employees and expressing this difference as a percentage.

What it means at FE fundinfo: When comparing the mean (average) hourly pay, women's mean hourly pay is 21.4% lower than men's.

MEDIAN GENDER PAY GAP = 20.3%

The median pay gap is calculated by subtracting the median female hourly pay from the median male hourly pay and expressing this difference as a percentage.

What it means at FE fundinfo: When comparing median (average) hourly pay, women's mean hourly pay is 20.3% lower than men's.

> See the [EXPLORING THE GAP](#) section of this report to explore these differences



Proportion of males and females in each quartile band by pay

Note: Quartiles divide the number of data points into four parts, or quarters of equal size following the data being ordered from smallest to largest.

| Quartile | Proportion of males | Proportion of females |
|--------------|---------------------|-----------------------|
| Upper | 73.0% | 27.0 |
| Upper Middle | 66.0% | 34.0 |
| Lower Middle | 49.0% | 51.0 |
| Lower | 55.0% | 45.0 |
| TOTALS | 61.0% | 39.0% |

UK Gender bonus pay gap

MEAN BONUS GENDER PAY GAP = 46.6%

The mean bonus Gender Pay Gap is calculated by subtracting the mean bonus for female employees from the mean bonus for male employees and expressing this difference as a percentage

MEDIAN BONUS GENDER PAY GAP = 49.3%

The median bonus Gender Pay Gap is calculated by subtracting the median bonus for female employees from the median bonus for male employees and expressing this difference as a percentage.

> See the [EXPLORING THE GAP](#) section of this report to explore these differences

Proportion Receiving a Bonus



Males
93.3%

Females
83.7%

Exploring the Gap

We believe that reporting on the Gender Pay Gap is most valuable when we take time to understand the data, track our progress and use this to influence current and future initiatives.

The Gender Pay Gap

- We recognise that we have a mean and median pay gap of 21.4% and 20.3% respectively and that this is primarily attributed to having more men in the most senior roles.
- We are delighted that the percentage of women employed in our UK workforce has increased by 3.6% on the previous year to a total of 39.3%.
- We know that to reduce our pay gap we must continue to nurture and provide equal access and opportunities to development, regardless of gender or other protected characteristics.
- We are also committed to continuing to understanding and challenging barriers that may be preventing professional development among our employees.

The Gender Bonus Gap

- Our pay structures vary according to the roles within the organisation. More men than women in our UK population are eligible for bonuses, this is partly because there are more men in commission-based roles.
- Our mean and median bonus pay gaps are primarily attributable to the higher number of men occupying the most senior roles within the organisation.

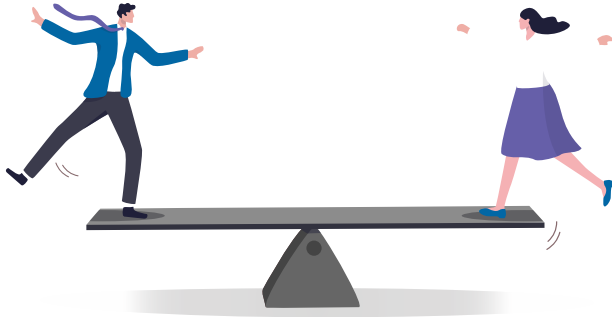


Gender split by role level

The below table shows our population by gender and role level for reference when considering our Gender Pay Gap data.

Early in 2024, we introduced our Senior Leadership Team (SLT), who work closely with our Executive Leadership Team, to support and drive our strategic initiatives. The gender split within the SLT in the UK as at April 2024 was 50% male and 50% female.

| Role Level | Male | | Female | |
|---------------------------|------|-----|--------|-----|
| Executive Leadership Team | 4 | 57% | 3 | 43% |
| Senior Leadership Team | 10 | 50% | 10 | 50% |
| Managers | 51 | 72% | 20 | 28% |
| All other employees | 96 | 57% | 71 | 43% |



Fostering Diversity & Inclusion

We understand that gender is just one part of diversity and that fostering an inclusive workplace involves embracing all forms of diversity.

Our diversity and inclusion agenda is driven by:

- **Input from senior leaders with oversight from our Board** as part of our overarching Environmental, Social and Governance strategy. We carry out an ESG materiality assessment annually based on feedback from key internal and external stakeholders. Each year Diversity & Inclusion remains a priority topic for FE fundinfo.
- **Direction from our Diversity & Belonging (D&B) employee resource group.** Our D&B group meets on a monthly basis to workshop initiatives, from the diversity data we collect and how we use it, to awareness communications and initiatives to drive engagement across the company.
- **Data from our companywide employee engagement survey.** In October 2023 we enhanced our approach to understanding issues impacting employee engagement by introducing a new platform that enabled us to glean deeper insights into a wider range of topics, including in the area of Diversity and Inclusion. At this time our employee Net Promoter Score was 41 for Diversity and Inclusion on a scale of -100 to +100.



Bringing our commitment to life

Reporting on our employee engagement survey

We believe that a combination of relevant data coupled with a deep understanding of employee sentiment around Diversity & Inclusion are key to establishing relevant metrics and initiatives. In this reporting period these included:

- Committing to a goal of at least 40% females in our newly defined Senior Leadership Team. We are pleased to have achieved this in this reporting year and will continue to monitor and report on this goal.
- Reviewing our gender and ethnicity categories to ensure relevance for our different locations. We know that terminology and understanding evolves and it is important that our data accurately reflects this.
- Analysis of the results from our enhanced approach to employee engagement. In the UK we had a fantastic participation rate of 91% in our November 2023 survey and a Diversity & Inclusion Employee Net Promoter Score of 20 in the UK (out of a scale of -100 to +100). This data has been valuable in informing future actions.
- Hosting Oscar Hoyle, an inclusion consultant and LGBTQ+ advocate, for an online webinar titled 'LGBTQ+ 101'. The session covered key concepts and terminology related to LGBTQ+ identities, the history and importance of the community, and ways to support individuals in creating an inclusive workplace.
- Welcoming five colleagues from across our global offices to a webinar to talk about their experiences of gender inclusion and the challenges and opportunities in the workplace, for International Women's Day.
- Continuing to hold training sessions for managers on best hiring practices, because we know that we all have unconscious bias and this is something we must consistently work to challenge to ensure we welcome the best talent, regardless of protected characteristics.

“ As part of the panel discussion for International Women's Day, I felt deeply honoured to share my experiences and perspectives on gender inclusion within our workplace. It was incredibly inspiring to hear from my colleagues around the globe and collectively reflect on the challenges and opportunities we face. This dialogue is crucial for driving change and fostering an environment where everyone feels valued and empowered.”

Louise

Technology Operations,
FE fundinfo





If you have questions about the report or would like further information, please contact csr@fefundinfo.com

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