



FCC Environment Services (UK) Ltd Gender Pay Gap Report – April 2017



What is the gender pay gap?

From April 2017 the government has introduced gender pay gap reporting for all companies with more than 250 employees.

The gender pay gap shows the difference between the average hourly pay for men and women across all ages, roles and levels.

It differs from equal pay which is the right for men and women to be paid at the same rate of pay for work of equivalent value.

FCC Environment Services (UK) Ltd has a robust job evaluation process for all non-manual roles. This has enabled us to create a framework of pay ranges that avoids any gender bias.

Manual roles are determined by local market job rates and TUPE transfers. However, all manual roles are paid a rate for the job regardless of gender.

our



Our overall workforce is predominantly male, which is typical within the waste, energy and water industry that consists of 78%* men. We remain committed to improving gender balance, however with a long service workforce and transfer of employees into the business we recognise this will take time to change.

**Source: Energy & Utility Skills Workforce renewal & Skills Strategy: 2020*

OUR STATISTICS AT A GLANCE – SNAPSHOT DATE OF 5 APRIL 2017

	MALE	FEMALE
TOTAL % EMPLOYED	94.5%	5.5%
MEDIAN GENDER PAY GAP	-1%	IN FAVOUR
MEAN GENDER PAY GAP	-5%	IN FAVOUR
LOWER QUARTILE	96.9%	3.1%
LOWER MIDDLE QUARTILE	92.9%	7.1%
UPPER MIDDLE QUARTILE	92.1%	7.9%
UPPER QUARTILE	96.1%	3.9%
RECEIVED A BONUS IN THIS PERIOD	8%	0%
MEDIAN BONUS GENDER PAY GAP	100%	0%
MEAN BONUS GENDER PAY GAP	100%	0%
PERCENTAGE OF EMPLOYEES WHO RECEIVED BONUS	8%	0%

Median and Mean gender pay gap

The gender bonus gap is the difference between the average hourly pay received by men and women within FCC Environment Services (UK) Ltd as at 5 April 2017. We're reporting two measures of our gender pay gap, the median and mean (average) gender pay gap. The median gender pay gap removes any influence of very high and very low pay.

The national median is 18.4% in favour of men. This rises to 19.6% within the utilities sector of which we form part.

Our figures show that both our median and mean hourly rates **favour** women in our workforce.

This is because we have a higher proportion of women in non-manual support and technical roles within the business. These roles are typically paid higher than male dominated manual roles.

Pay quartiles – how is pay distributed?

The distribution of men and women is shown in pay quartiles which are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest to lowest. The percentage of men and women is calculated for each band.

The proportion of women employed is 5.5%. The quartiles reflect the relatively small number of women employed within manual roles.

What's our bonus gap?

The gender bonus gap is the difference between the average bonus received by men and women across FCC Environment Services (UK) Ltd at the snapshot date of 5 April 2017. We operate two types of schemes – a group bonus scheme, which is for non-manual staff and daily bonus schemes for contract based staff. Daily schemes vary for each contract.

The snapshot date of 5 April 2017 only reflects those who received bonus during this reporting.

All females were paid a bonus **outside** of the snapshot date hence our figure showing 0% in this report.

During the snapshot date period 8% of males and 0% of females within the business were paid a bonus. Our median bonus gender gap was therefore 100% in favour of men and our mean bonus gender pay gap was 100% in favour of men. We are confident that we have equitable and fair schemes in place regardless of gender and the majority of employees receive a bonus payment at some point during a calendar year.



This statement confirms that the published information is accurate and is signed by

A handwritten signature in black ink, appearing to read 'P. Taylor', is written over a light blue background.

PAUL TAYLOR
CHIEF EXECUTIVE OFFICER
FCC ENVIRONMENT SERVICES (UK) LTD

