

UK GENDER PAY GAP REPORT 2022

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OUR COMMITMENT

As an employer, we recognise that gender equality isn't only the right thing to do, it also contributes to overall organisational performance - both in increased motivation and attracting and retaining exceptional talent, male and female alike.

We recognise the value that gender equality adds for employees, the workplace and the larger industry, and that as a global organisation we play an important role in championing positive change.

With less than 250 employees in the UK, FE fundinfo is not legally required to complete Gender Pay Gap reporting. We have however decided to publish our figures to demonstrate our commitment to transparency and the progression of our diversity and inclusion agenda.

Kate Scarles

Chief People Officer | FE fundinfo



STATING THE DATA

Our UK Gender Pay Gap data has been calculated in line with the guidance from the Government Equalities Office guidelines. It is important to note that this data is different from the issue of equal pay for men and women doing the same job, which is covered by the Equal Pay Act 1970. Gender Pay Gap is the difference in average pay for each gender across a range, such as a company or industry.

UK Gender pay gap at FE fundinfo

MEAN PAY GENDER PAY GAP = 20.0%

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

What it means at FE fundinfo: When comparing mean (average) hourly pay, women's mean hourly pay is 20.0% lower than men's

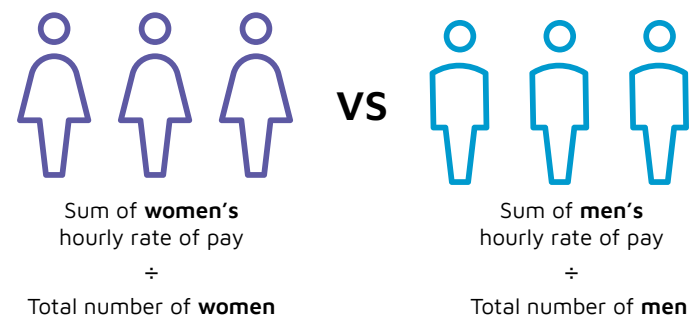
MEDIAN GENDER PAY GAP = 16.7%

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

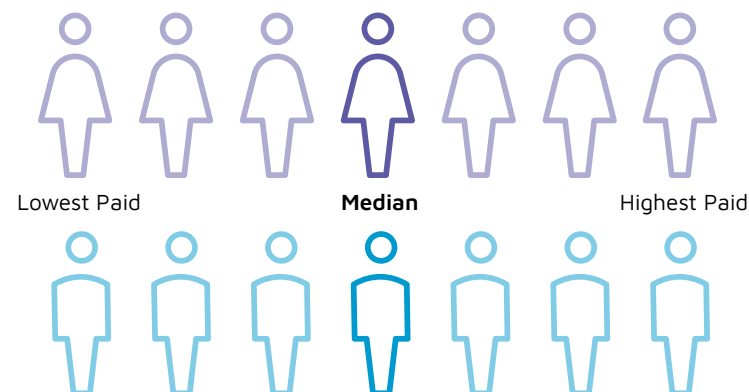
What it means at FE fundinfo: When comparing median (average) hourly pay, women's mean hourly pay is 16.7% lower than men's.

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

Mean Calculations





Median Calculations



STATING THE DATA CONTINUED

Proportion of males and females in each quartile band by pay

Quartile	 Proportion of males	 Proportion of females
Upper	78.0%	22.0%
Upper middle	65.5%	34.5%
Lower middle	62.1%	37.9%
Lower	58.6%	41.4%

UK Gender bonus pay gap

MEAN BONUS GENDER PAY GAP 44.3%

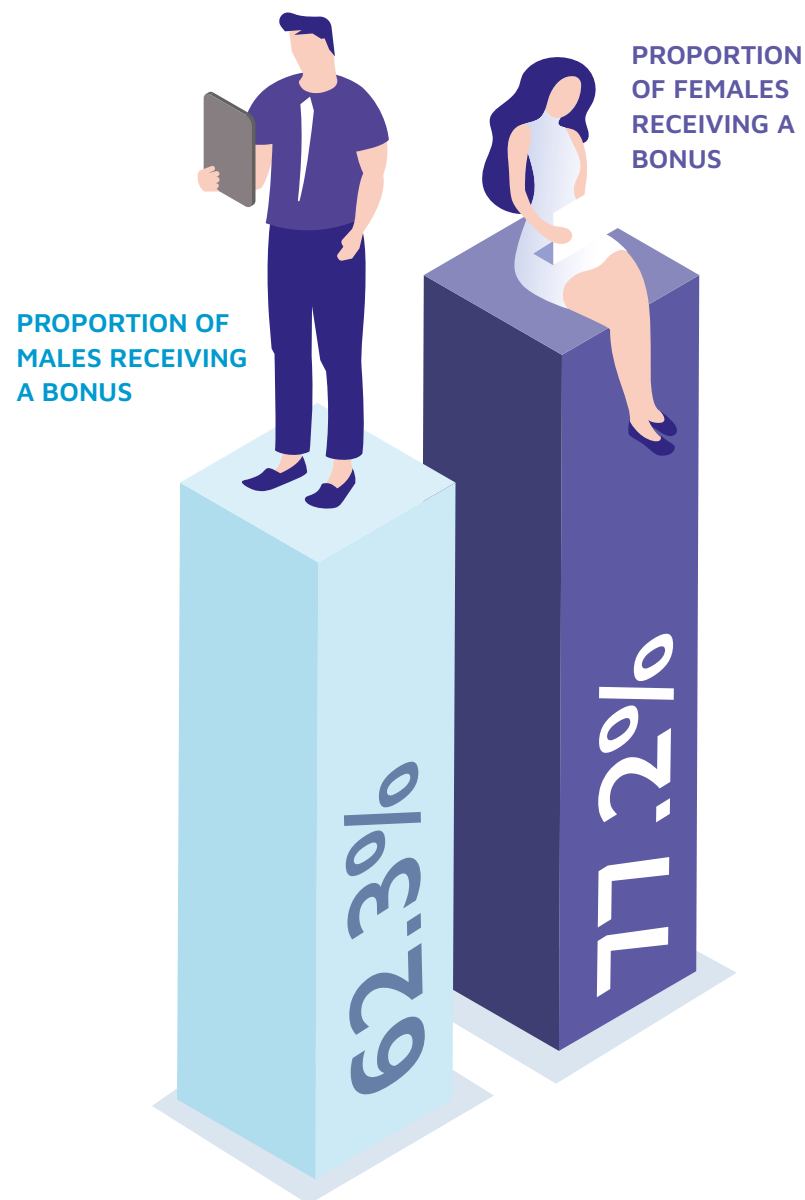
The mean bonus Gender Pay Gap is calculated by subtracting the mean bonus for female employees from the mean bonus for male employees and expressing this difference as a percentage.

MEDIAN BONUS GENDER PAY GAP 33.3%

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 understand these differences.

Data as at 5 April 2022





EXPLORING THE GAP

We believe the Gender Pay Gap reporting exercise becomes truly valuable when exploring the data thoroughly, and when listening to employee accounts. We know that understanding these experiences is vital in continuing to create an inclusive culture where everyone feels a sense of belonging.

The Gender Pay Gap

As of 5 April 2022, FE fundinfo's UK population was 67.0% male and 33.0% female. There are fewer women occupying senior roles and we see the impact of this on our hourly average Gender Pay Gaps.

The below table shows our population by gender and role level, which is a useful reference when considering our Gender Pay Gap data.

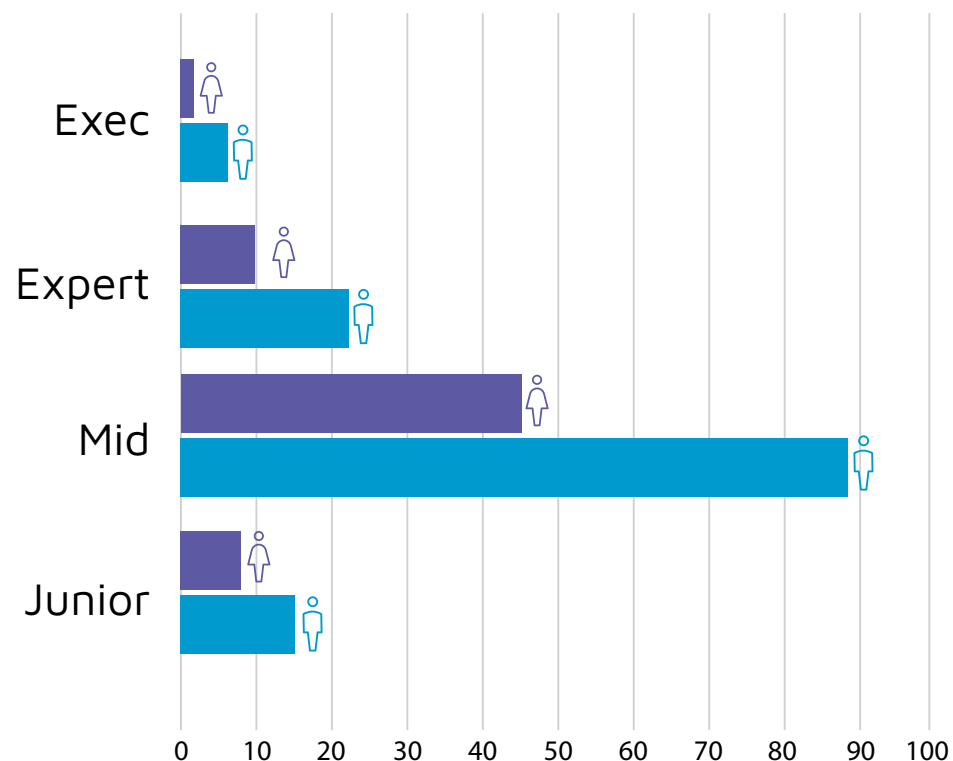
Quartile	 Males	 Females
Exec	7 (77.8%)	2 (22.2%)
Expert	23 (69.7%)	10 (30.3%)
Mid	87 (65.9%)	45 (34.1%)
Junior	17 (65.4%)	9 (34.6%)

The Gender Bonus Gap

At FE fundinfo we have different pay structures to accommodate the variety of roles performed across the organisation. This means that we have more women who are eligible to receive a bonus within our UK population than men.

Our Gender Bonus Gap exists because bonuses are given as a % of salary, and there are more men in senior roles with a higher pay structure.

Gender Split by Role Level



FOSTERING DIVERSITY AND INCLUSION

We know the fintech sector has typically comprised more men than women and we are determined to be part of the solution in attracting and retaining a diverse and inclusive workforce.

We recognise that gender is one aspect of diversity on a much larger spectrum, and that creating an inclusive workplace culture is about embracing diversity in its many different forms.

Over the last year, we've been delighted to host initiatives that raise awareness of various aspects of employee experiences, including:

- **Workshops** involving employees across our locations as we continue to evolve the direction of travel for our diversity and inclusion agenda
- Employee-hosted **Cultural Days**, where individuals share insights about aspects of their values, beliefs, or lifestyle as part of developing greater understanding between colleagues
- **Recordings** of employees across our global offices talking about what gender equality means to them
- **Discussion groups** designed to challenge racism and our understanding of it through reviewing material we've seen, read, or listened to
- Published our **2021 Sustainability Report** with Diversity, Inclusion & Belonging as a priority for FE fundinfo.



SUPPORTING OUR EMPLOYEES

Line managers and HR teams work with team members to establish optimal ways of working that suit both the individual employee and the requirements of the role and business. We believe that taking a flexible approach is important for attracting and retaining a diverse workforce.

“ A role I’m very happy to hold is that of working mother. I love being a mother and it will always be my favourite job, but society can’t expect women to be only one thing. FE fundinfo recognises that and provides the supportive environment for me to be a mother and enjoy a professional persona. I have been here for over six years and in that time have been lucky enough to experience four different roles, having my most significant career progression after returning from maternity leave.

I believe my development can be pinned to mutual trust and respect between myself and the organisation. At the time of returning, I was nervous about how to balance both aspects of my life, but my manager, who at the time did not have children of his own, was very open to a flexible schedule that allowed me to continue developing in both areas and as such, enjoying my job more. The trust, flexibility and empathy shown by the organisation has resulted in empowering the women in our company – so much so, that looking around, a working mum is the norm!

Female employee | Product team | Woking

“ I took a month of my wife’s maternity leave as shared parental leave, having spoken with a number of male colleagues across the business who’d already done the same. All of them said the same thing: the flexibility offered by FE fundinfo in taking the leave when it most suited their families and offering full pay for the month allowed them to enjoy this special time with their children without any worry whatsoever.

My daughter was eight months old when I took my shared parental leave, which meant I was able to see her grow and change every day and be on hand for many important milestones such as taking her to nursery for the first time and for that, I am forever grateful.

The company and my team were very supportive and made the process as simple as possible. Parenthood is a wonderful, amazing time, but as any parent will say, it is not without its challenges!

Knowing FE fundinfo were fully supportive of me taking the leave and then offering me flexibility around work for my family has made everything so much easier.

Male employee | Commercial team | London



BRINGING OUR COMMITMENT TO LIFE

We will continue to take deliberate and positive action to support an equitable approach to the recruitment and development of employees and commit to:

- Regularly reviewing and evolving our hiring practices to counter unconscious bias
- Being mindful and deliberate about where we advertise jobs, knowing that different demographics may use different job boards and networks
- Using gender-neutral, jargon-free language in our job adverts
- Utilising diverse interview panels as part of the selection process
- Encouraging and supporting all employees in their career journey, recognising that some people may lack the confidence to take on new challenges, despite their capabilities

This report has focused on our UK teams aligned to the UK regulation, however as a global organisation we recognise the value in completing a similar exercise for our global population. Therefore, this marks the beginning of an increased focus on using employee salary data to review, monitor and support our commitment to cultivating a diverse and inclusive culture across FE fundinfo.

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

