

# Gender Pay Gap Report, 2022

“At FM Outsource, we want to provide a fair and happy work environment for our employees. I believe that our gender pay gap reflects our dedication to providing equal opportunities and I’m proud to say that our gap is 8% better than the national average. Last year, we identified a gap in bonus pay and have worked hard this year to bring that figure down by 13%, meaning equal work receives equal rewards. We will continue working toward these goals in the future.”



**Tony O'Farrell** *CEO at FM Outsource*

## The Mean and Median Pay Gaps

### How is the data calculated?

The gender pay gap report shows the pay differences between men and women across our entire brand, regardless of position within the company. We calculate the mean by finding the average hourly rate for both genders. The national average gap (for both full- and part-time) is 15.4%, 8% worse than FM’s mean gap. We’re mostly a company of women (74% of our staff identify as female) but we do have some men in upper management positions, which skews our mean pay gap result. The median gap focuses on the employees with the middling hourly rate, which is the same across both genders at FM Outsource.

Mean Gender  
Pay Gap



**7.4%**

Median Gender  
Pay Gap



**0%**

The Nation’s  
Average



**15.4%**

## What pay bonuses did our staff receive?

Female

**45%**

received a bonus.

Male

**41%**

received a bonus.

Mean Bonus  
Pay Gap

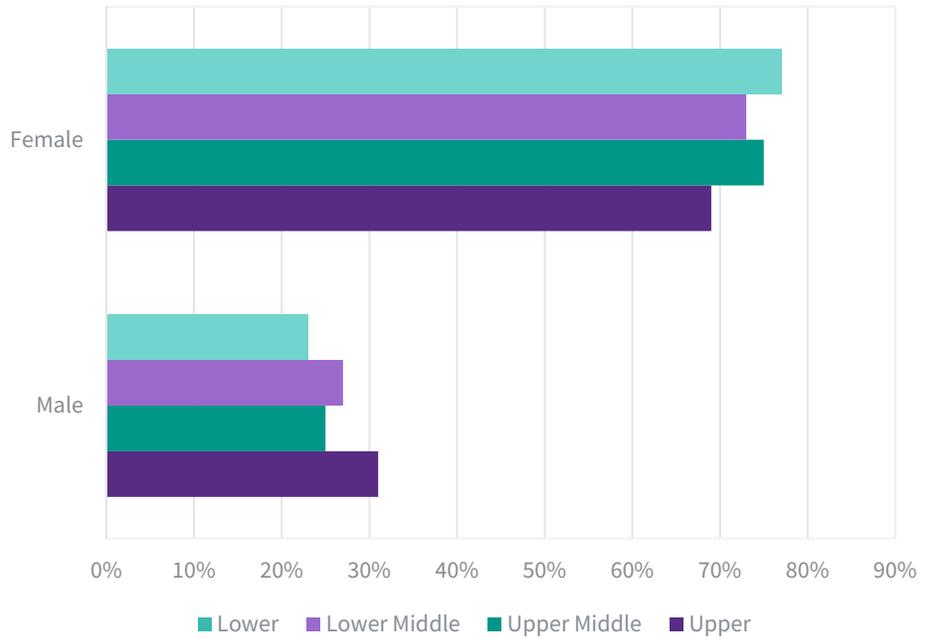
**7.8%**

Median Bonus  
Pay Gap

**34.7%**

## Salary Band Quartiles

Salary bands are calculated by taking all our employees' hourly rates of pay and splitting them into even quartiles from lowest rate to highest. This shows any disproportion in male to female at different levels of the business. We employ more women generally, across all salary levels but do still see an upward trend toward higher-paid positions for men. This is something we are mindful of and will continue to offer as many opportunities as possible to women who deserve it.



## Women In Leading Roles

At FM, we promote leaders regardless of gender. Some of our best managers are women who have honed their skills and have been continuously dedicated to improving our brand. Here are just a few of them.



**Jenny Bowles**

Managing Director

“

*FM continues to thrive with inclusivity. I can say from first-hand experience that gender is not considered a determining factor for success or career progression here.*

”

“

*Building a fair, inclusive workplace takes commitment and action. But, as a woman, FMO make me feel valued and equal to all my colleagues every day!*

”

**Chloe Hughes**

Campaign Manager



**Kirsty Robinson**

Head of Marketing

“

*FM Outsource has been one, big family from the moment I started my role here. As a woman, I've been welcomed with nothing less than enthusiasm and treated as an equal.*

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