

# FDM Group

## Gender Pay Gap

**Lara Plaxton**  
UK Head of HR

**FDM**★

# About us

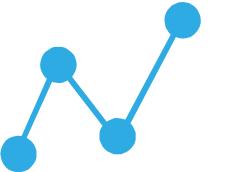
An international professional services provider with a focus on IT



Partnering with  
**200+ clients**  
worldwide



The UK's leading  
**IT graduate**  
employer



**FTSE 250** multi  
award-winning  
employer



Driving diversity  
and inclusion in  
the workplace



Hiring **graduates**,  
**ex-forces**  
personnel and  
**returners** to work



Working in  
**multiple sectors**



# FDM's global footprint



# FDM's Business Model



## We Recruit

**Graduates**

**Ex-Forces**

**Returners to work**

## We Train

**Award winning training in either business or technical pathways**



## We Deploy

**Short and long term deployments**

**Excellent retention and service continuity for two years**

## Beyond the two years

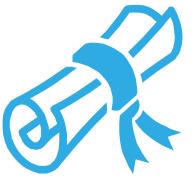
**Ability to transfer resource to permanent head count or consultants can remain with FDM as senior consultants**



# Graduate Programme



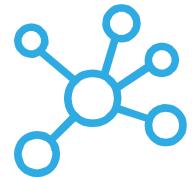
We work with over  
**490** universities  
worldwide



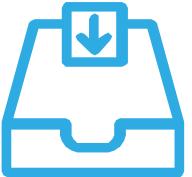
We recruited  
**1,100**  
graduates in 2016  
in the UK



**100,000+**  
applications  
globally in 2016



**25%** of our  
graduate applicants  
are met through  
university networks



**50%** of our  
applications are  
received online



**25%** through  
recommendation from  
other FDM trainees  
and consultants



A professional headshot of a man with dark hair, smiling. He is wearing a dark grey pinstripe suit jacket, a white dress shirt, and a bright red tie. The background is a blurred indoor setting.

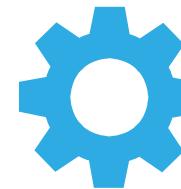
# Ex-Forces Programme



We hire people from all services and ranks and offer a soft landing for those leaving the forces



The Traditional Route is for those from a junior rank and trains business and IT consultants

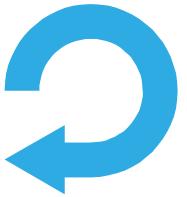


The Advanced Route is for those from a senior position and trains Project, Programme and Delivery Managers



We have been awarded the gold medal by the MoD's employer recognition scheme for our support for Ex-Forces personnel

# Getting Back to Business Programme



Designed for individuals  
who have had a career  
break and are looking to  
return to work



Individuals who already  
have industry experience  
in business and IT



Training refreshes skills  
and knowledge before  
being placed onsite with  
clients



# Our Values

**Ambition**



**Professionalism**



**Collaboration**



**Growth**



**Energy**



**Inclusivity**



# Inclusive by nature



**48%** of our UK intake in 2017  
were from a BAME\* background

\*Black, Asian or Minority Ethnic



**75+** nationalities working  
together as a team at FDM



**28%** of FDM's global  
workforce are female



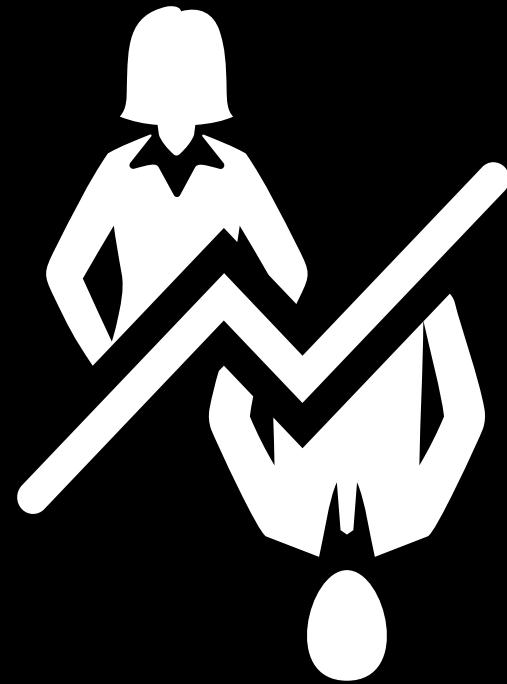
**86%** Of FDM's UK intake  
in 2017 attended a state  
school



**32%** of UK intake in 2017  
were the first in their  
family to go to university

# Gender Pay Gap

## Median pay gap



**0.0%**

UK average of 18.4% in 2017

## Mean bonus gap



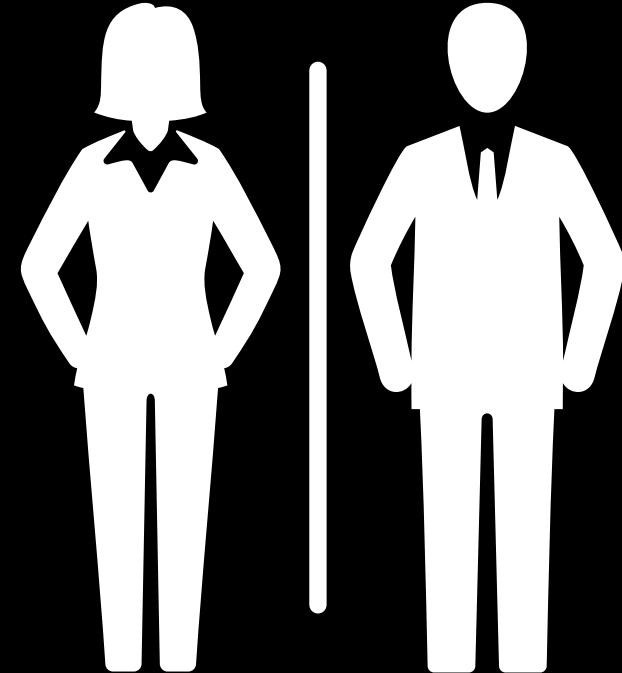
**19.1%**

Median bonus gap



**14.8%**

## Mean pay gap



**5.7%**

# Gender Pay Gap

	<b>% of females 2017</b>	<b>% of males 2017</b>	<b>% of females 2018</b>	<b>% of males 2018</b>
<b>Lower quartile</b>	<b>26.7</b>	<b>73.3</b>	<b>31.7</b>	<b>68.3</b>
<b>Lower middle quartile</b>	<b>27.5</b>	<b>72.5</b>	<b>30.0</b>	<b>70.0</b>
<b>Upper middle quartile</b>	<b>29.7</b>	<b>70.3</b>	<b>32.6</b>	<b>67.4</b>
<b>Upper quartile</b>	<b>20.5</b>	<b>79.5</b>	<b>23.0</b>	<b>77.0</b>

# Six Factors for employers to reduce gender pay gaps

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1

## **Leadership**

Setting the example from the top of the organisation is essential.

2

## **Investing in talent**

Avoiding emphasis on external recruitment and pay negotiations.

3

## **HR and diversity policies**

A balance on informal activities and monitoring are important.

4

## **Measuring and monitoring**

Use gender and diversity statistics as a tool to progress towards equality.

5

## **Open, high-communications culture**

Encourage staff to express opinions and raise any concerns.

6

## **A multi-pronged approach**

Try out a range of HR and diversity policies, constantly looking to improve.

# Impact over time

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**Table 3.2: Percentage of females in FDM Group's workforce**

	Office Staff (%)	Consultants (%)	Total (%)
2012	49	18	23
2013	48	21	25
2014	51	20	25
2015	48	22	25
2016	48	23	26
2017	49	25	28

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Source: IES internal workforce analysis

CREATING AND INSPIRING  
EXCITING CAREERS THAT  
SHAPE OUR **DIGITAL FUTURE**

[fdmgroup.com](http://fdmgroup.com)