

# FDM Group

## Gender Pay Gap

**Lara Plaxton**  
UK Head of HR



# About us

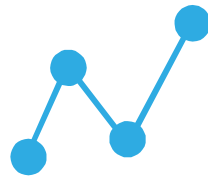
An international professional services provider with a focus on IT



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



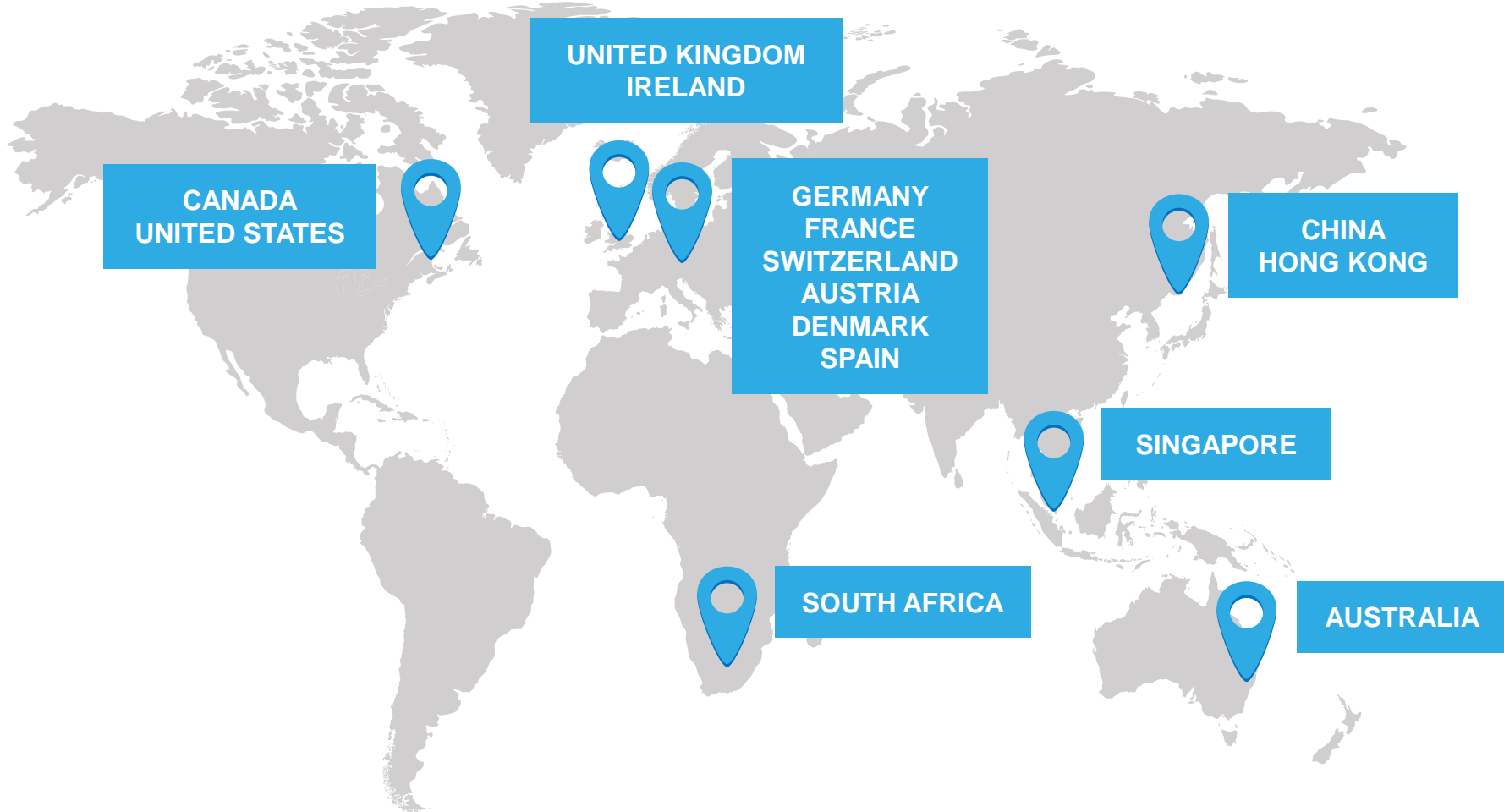
Hiring **graduates**,  
**ex-forces**  
personnel and  
**returners** to work



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



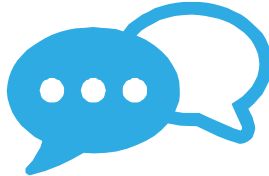
**100,000+**  
applications  
globally in 2016



**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





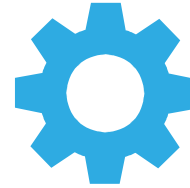
# Ex-Forces Programme



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

## Social Mobility



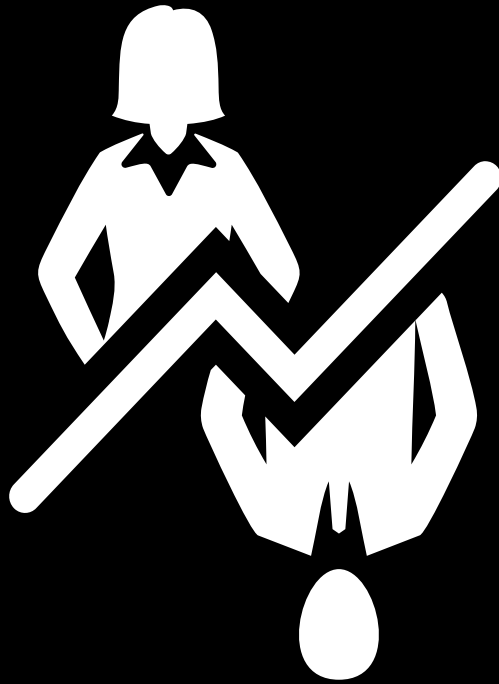
**86%** Of FDM's UK intake in 2017 attended a state school



**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



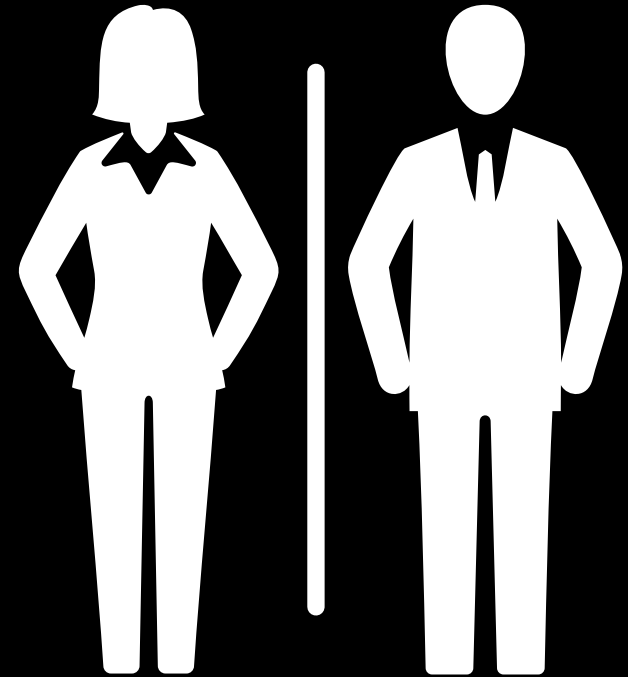
**19.1%**

## Median bonus gap



**14.8%**

## Mean pay gap



**5.7%**

# Gender Pay Gap

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



# 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

*Source: IES internal workforce analysis*

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

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