

## Falcon Gender Pay Gap Report – 2022/2023

### Workforce Composition

- **Total Females Employed:** 21
- **Total Males Employed:** 386

### Hourly Rates

- **Mean Average Hourly Rates:**
  - Male: £16.98 per hour
  - Female: £16.82 per hour
  - Total: £16.97 per hour
- **Median Average Hourly Rates:**
  - Male: £15.50 per hour
  - Female: £15.84 per hour
  - Total: £15.50 per hour

### Quartile Distribution

- **Lower Quartile:**
  - Males: 96.5%
  - Females: 3.5%
- **Lower Middle Quartile:**
  - Males: 100%
  - Females: 0%
- **Upper Middle**
  - Males 96.5%
  - Females: 3.5%
- **Upper Quartile:**
  - Males 96.5%
  - Females: 3.5%

### Analysis

#### Hourly Rates Analysis

- **Mean Hourly Rate:** The mean average hourly rate for males is £16.98, while for females it is £16.82. The overall mean average hourly rate is £16.97. The mean pay gap is therefore minimal, with males earning £0.16 more per hour than females on average.
- **Median Hourly Rate:** The median average hourly rate for males is £15.50, compared to £15.84 for females. The overall median average hourly rate is £15.50. This indicates that at the median level, females earn £0.34 more per hour than males.

## Quartile Analysis

- **Lower Quartile:** Males constitute 96.5% of this quartile, with females making up the remaining 3.5%. This indicates a significant gender disparity in the lower-paying positions.
- **Lower Middle Quartile:** This quartile is entirely occupied by males, showing a complete absence of females in these positions.
- **Upper Middle and Upper Quartiles:** Females represent only 3.5% of the workforce in these quartiles, highlighting an underrepresentation of women in higher-paying roles.

## Workforce Gender Distribution

- The total workforce comprises 21 females and 386 males. Females represent approximately 5.16% of the total workforce, while males represent 94.84%. This indicates a significant gender imbalance within the workforce.

## Conclusion and Recommendations

The gender pay gap within Falcon, as indicated by the data, shows a slight difference in mean average hourly rates between males and females, with males earning marginally more. However, the median hourly rate suggests that females earn slightly more than males at the median level. The quartile distribution reveals significant gender imbalances, particularly in the lower and lower middle quartiles, which are overwhelmingly occupied by males.

### Falcon's plans to address Gender Pay Gap:

1. **Enhance Recruitment and Retention:**
  - Develop targeted recruitment strategies to attract more females to the industry.
  - Implement mentorship and professional development programmes to support female career progression.
2. **Monitor and Report Progress:**
  - Regularly monitor pay practices and quartile distributions to track progress towards gender pay equality.
  - Publish transparent reports and set actionable goals to address identified disparities.
3. **Promote Work-Life Balance:**
  - Offer more flexible working arrangements and parental leave policies to support employees in balancing work and personal responsibilities.
4. **Bias Training:**
  - Provide training to eliminate unconscious biases in hiring, promotion, and pay decisions.

By addressing these areas, Falcon can work towards achieving a more equitable pay structure and balanced representation across all quartiles, promoting a diverse and inclusive workplace.

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