



# reporting on gender

We're committed to achieving gender equality. There's more information about the action we're taking at:

[www.financial-ombudsman.org.uk/publications/diversityreport2017/gender.html](http://www.financial-ombudsman.org.uk/publications/diversityreport2017/gender.html)

## Women in Finance Charter

As signatories to HM Treasury's Women in Finance Charter, we're committed to achieving gender balance within our service. We've set a target of having 50% female representation in our senior roles, reflecting the gender balance of the UK as a whole.

This table shows our gender balance in December 2017, compared with December 2016.

senior role	male		female	
	2016	2017	2016	2017
our senior managers (including our most senior ombudsmen)	55%	57%	45%	43%
our board and executive team	50%	47%	50%	53%
both these groups together	55%	56%	46%	44%



## our gender pay gap

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees on the snapshot date of 5 April of a given year must report six calculations relating to their gender pay gap.

This table shows the Financial Ombudsman Service's gender pay gap for the snapshot date of 5 April 2017.

what we need to report	definition	our result
1. mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees.	7.2%
2. median gender pay gap	The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees.	6.0%
3. mean bonus gap	The difference between the mean bonus pay paid to male employees and that paid to female employees.	6.5%
4. median bonus gap	The difference between the median bonus pay paid to male employees and that paid to female employees.	0%



our gender pay gap continued

what we need to report	definition	our result
5. bonus proportions	The proportions of male and female employees who were paid bonus pay during the relevant period.	96.3% male 95.9% female
6. quartile pay bands	The proportions of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands.	upper quartile: 48% female, 52% male upper middle quartile: 49% female, 51% male lower middle quartile: 58% female, 42% male lower quartile: 63% female, 37% male