Dear Rachel,

Thank you for inviting me to give evidence to the Select Committee regarding fair pay and the gender pay gap reporting. A couple of questions arose from that meeting which I have responded to below:

**Question 111**

There is no one individual responsible for reducing the GPG so therefore there are no KPI’s available.

**Question 122-125**

At stage 1 application the data is less reliable because many candidates don’t specify their gender and with 100,000 applications globally received it can slip through the net if not followed up during screening calls. But in 2017 32% of applications were from females and 68% were from males. Although it appears that we are losing many females by the time they get to assessment centre stage 10,000 candidates did not specify their gender so the data is likely to be a bit skewed.

Our number of female applicants is rising but not dramatically year on year. We have increased our female applications and hires by a couple of percentage points each year. Introducing the Business pathway 5 years ago made a big difference as this pathway has always attracted more females. Being degree agnostic definitely helps, as we know females are hugely under-represented in STEM degrees so we are opening more doors by taking away barriers.

Here is a breakdown of comparison YTD:
Please let me know if you have any further questions.

Kind regards

Sheila Flavell
COO, FDM Group