

Gender Pay Gap Report 2019

The gender pay gap shows the **difference in the average pay between all men and women in a workforce.**

The analysis involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

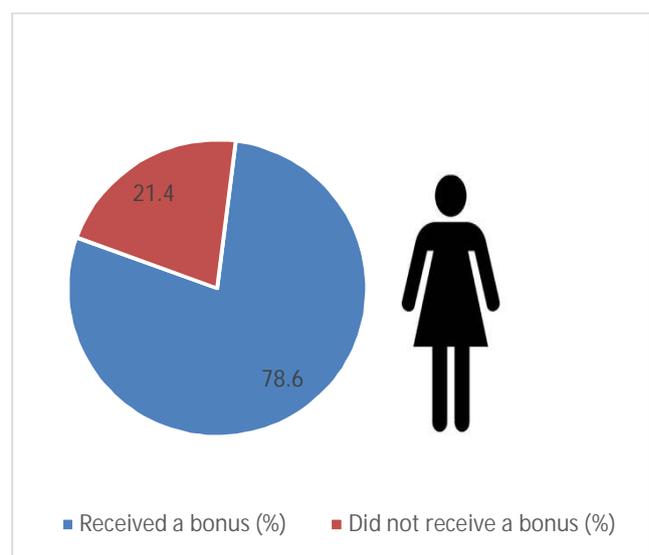
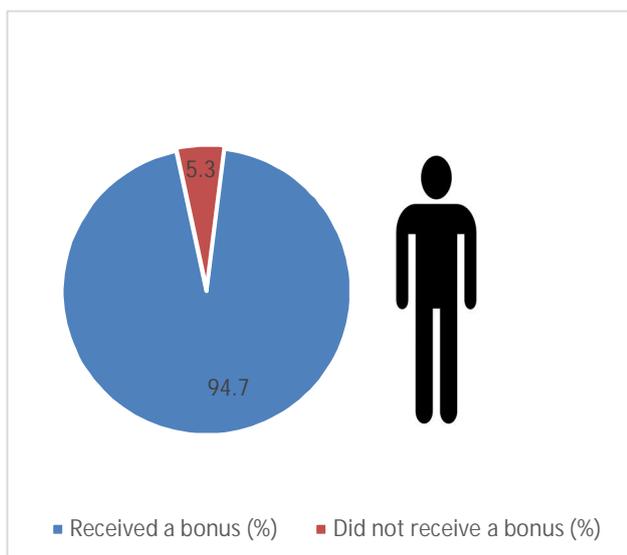
Gender pay reporting is different to equal pay, equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value.** It is unlawful to pay people unequally because they are a man or a woman.

Pay and Bonus Gap

The table below shows the overall mean and median gender pay gap based on equivalent hourly rates of pay as of the 5th April 2019, the table also shows the mean and median bonus differences for the financial year 2018/19

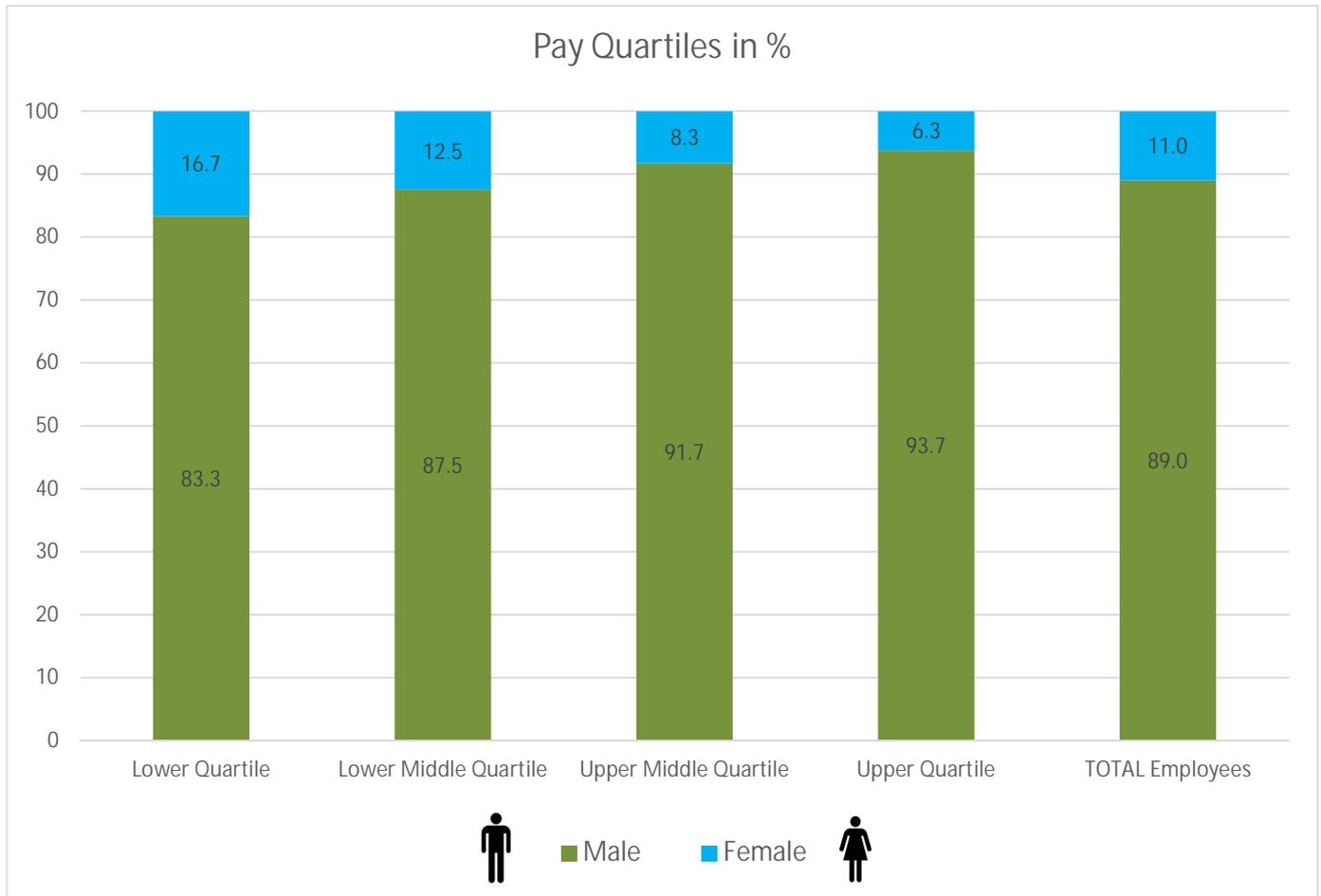
	Mean	Median
Pay	22.1%	9.5%
Bonus	52.7%	-17.0%

Proportion of Employees paid a bonus in 2018/19



Pay Quartiles

In addition to the six calculations, employees are then ranked in pay from lowest to highest and then divided into four equal groups, the graph below shows the percentage of males and females in each of the four groups, each group contains either 95 or 96 Full Pay Relevant Employees



Background Information:

The results above are for the year ending April 5th 2019, at the year-end we had 383 permanent employees, 42 female and 341 males.

Our Gender pay gap at 22.1% has remained static when compared to last year.

The number of female employees paid a bonus had reduced due to a number of new female employees who were not eligible for bonus payments in the period reviewed.

Our percentage of female employees has increased from 10.3% to 11.0%, which is above the UK average of 9% in Engineering.

I confirm that the data as reported is accurate

David Leggett
Director

17th January 2020