

Gender Pay Gap Statement April 2022

Gender Pay Gap Reporting 2022

Taken from snapshot data from 5th April 2021

Mean gender pay gap in hourly pay	27.4%
Median gender pay gap in hourly pay	29.2%
Mean bonus gender pay gap	80.2%
Median bonus gender pay gap	66.0%
Proportion of males receiving bonus payments	53.7%
Proportion of females receiving bonus payments	33.3%

Percentage of males/females in each pay quartile

Upper quartile males	92.1%
Upper quartile females	7.9%
Upper middle quartile males	93.6%
Upper middle quartile females	6.4%
Lower middle quartile males	70.0%
Lower middle quartile females	30.0%
Lower quartile males	49.6%
Lower quartile females	50.4%

We have made a little bit of progress this year in reducing the gender pay gap, however it still remains a challenge to encourage women into the engineering part of the business. Overall the median pay gap improved from 32.8% to 29.2% and the mean gender pay gap improved from 29.4% to 27.4%. The inability to find significant numbers of new female apprentice engineers is concerning as this is the starting point to reducing the gender pay gap over time, however the January 2022 intake had 14% of female apprentices, which is a bit more encouraging.

With no new female apprentice engineers joining this year, the percentage of female apprentice engineers was almost unchanged at 8.7% (2020: 8.3%). We are targeting at least 2 female apprentice engineers from our next intake of 6 or 7 and achieved 1 from 7 in our January 2022 intake. Overall our target of 20% of apprentice engineers being female remains the goal. It is from this pool of engineers of the future that supervisors and managers will come and by encouraging women into these roles, we will increase the percentage of female managers and supervisors in the coming decades.

The number of female engineers remained low but rose slightly to 0.9% last year (2020: 0.5%). There are a very limited number of female engineers in the industry and so growing our own via the apprenticeship program is our best way of improving this situation.

The percentage of female sales staff fell back from last year to 3.0% (2020: 7.3%) which was disappointing and we hope to attract more female talent to this area in the future. The total number of managers/supervisors reduced from 112 to 104, but we retained the 13 females in this category, which kept the percentage around the same level as last year at 12.5% (2020: 12.5%). This kept the percentage of females in the top quartile at 8% (2020: 8%) whilst increasing the females in second quartile to 6.4% from 5.4%. At the same time the percentage of females in the lowest paid segment of administration, alarm receiving centre and call centre remained at 50%.

The company has taken on a female apprentice motor mechanic to help in our vehicle workshop and is our only apprentice of this type.

We remain committed to reducing the gender pay gap but recognise the challenges in attracting female staff into the engineering side of this business. We hope that we can increase the percentage of female apprentices and this will naturally lead to an increasing proportion of female sales staff, supervisors and managers. By doing this we remain committed to reduce the gender pay gap every year moving forward but this remains very difficult in such a male orientated industry.



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