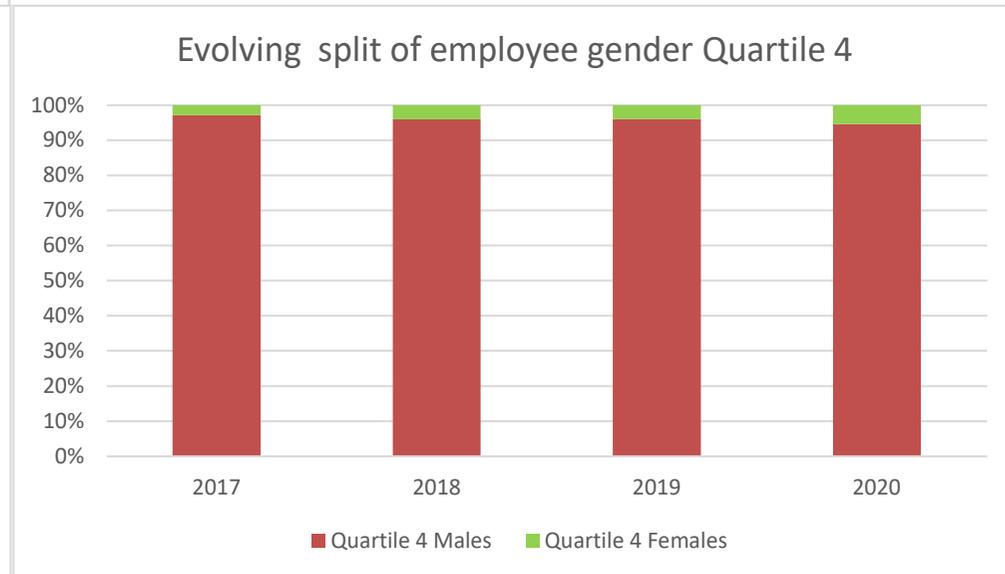
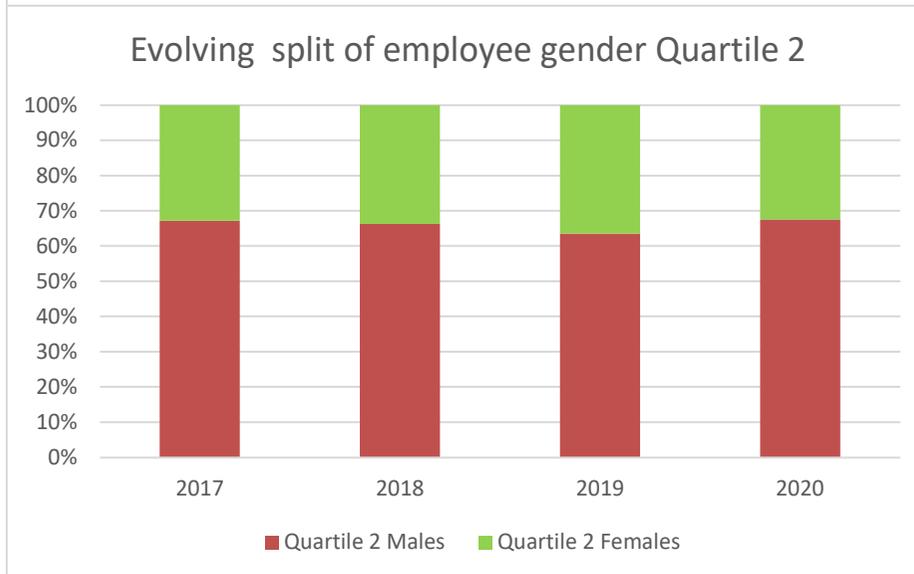
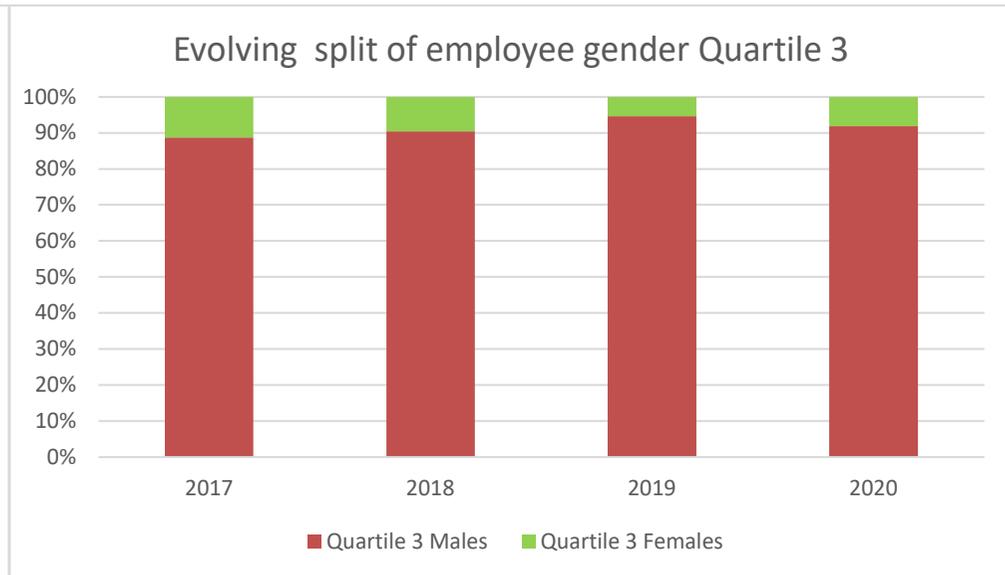
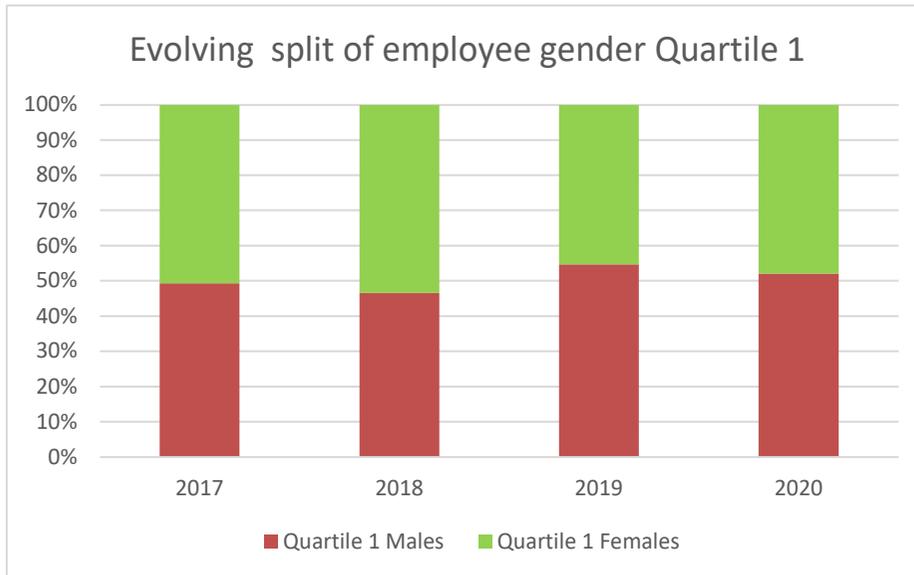


Understanding our gender pay gap - April 2020 data.

In this fourth year of reporting, we continue to show charts that show the progression of our gender pay gaps year on year. Some progress has been made in all quartiles, as discussed overleaf.



Director's comments

		%
Quartile 1	Males	52%
	Females	48%
Quartile 2	Males	68%
	Females	32%
Quartile 3	Males	92%
	Females	8%
Quartile 4	Males	95%
	Females	5%
Mean gender pay gap		26%
Median gender pay gap		34%
Proportion receiving a bonus	Males	0%
	Females	0%
Mean bonus gender pay gap		
Median bonus gender pay gap		

In the year to April 2020 the total headcount has remained stable. However, the natural ebb and flow of staff has led to a nett reduction in the median gender pay gap of 2%.

This improvement is encouraging. There are a number of reasons behind it, largely recruitment related:

1. The balance of genders employed in Quartile 1 has reverted closer to a normal even balance.
2. The gap has closed in quartile 2, with more females than males being recruited at this skill level.
3. In the third quartile, specific recruitments resulted in a gender changed to female which reduced the gap.
4. The 4th quartile also saw a slight improvement in female representation at the top of the organisation.

No bonus was paid in year to April 2020 *The bonus is calculated as a percentage of salary for all qualifying staff and so reflects the pay gap figures. Qualifying = 6 months service at point of annual bonus payment.*

Human Resource's comments

While our policies have not changed, the candidates that we have attracted for interview have allowed us to increase the number of females in higher paid work. It will be interesting to see the impact of both Brexit and Covid on the labour market in future years.

In the last year, we have been actively working with the Engineering Trust, our apprentice provider to seek young women considering a future in Engineering. Our efforts documented last year did lead to an increase in female applications for apprenticeships.

Unfortunately, when put through our interview process, the high quality of male candidates led to no successful female candidates. The recruitment team debated the subject of positive discrimination, but we did not employ that approach this year.