

GENDER PAY GAP STATEMENT

On the snapshot date of 5th April 2020 we had 375 employees of which 109 females and 266 males.

Mean Pay Gap – The mean gender pay gap between male and female employees reduced by 4.27% to 15.02%

Median Pay Gap - The median gender pay gap between male and female employees reduced by 1.36% to 16.24%

Mean Bonus Pay Gap - The mean gender bonus pay gap between male and female employees was -15.7%

Quartiles

Quartile	Number of Males	Male %	Number of Females	Female %	Salary Range
Lower Quartile	47	50.0%	47	50.0%	£6.15 - £9.13
Lower Mid Quartile	64	68.09%	30	31.91%	£9.13 to £10.64
Upper Mid Quartile	83	88.3%	11	11.7%	£10.66 to £12.92
Upper Quartile	72	77.42%	21	22.58%	£12.93 to £52.31

The Overall Quartile

Male 70.93%
Female 29.07%

Statement

In the upper mid quartile the majority of employees are made up of male field based engineers who are required to attend on call rotas.

Engineers receive an on call allowance and receive on call payment when called out. Therefore, during the snap shot date the calculation has included the on call payments as per the requirement of the Gender Pay Gap reporting procedure.

We continue to try and promote the recruitment of female engineers to address this matter.

In the upper quartile we continue to address female employees in this area by way of training, developing and coaching to move into middle and senior management positions.

Paul Morton
Chief Executive Office