

Gender Pay Report 2018



What is GPR?

Following the General Election in 2015, the Government announced that it intended to fulfil a manifesto commitment by bringing into force a provision of the Equality Act 2010 on gender pay gap reporting. The Office of National Statistics, basing its calculations on data from the Annual Survey of Hours and Earnings, has put the overall gender pay gap for all employees in the UK in 2016 at a median of 18.1%. Women typically earned around one-fifth less than men.

In April 2018, all UK organisations which employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

The regulations require employers to publish their first gender pay report by 4th April 2018.



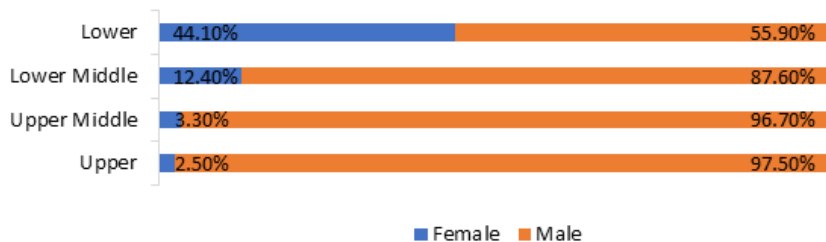
Our Figures

As of the 5th April 2017, our overall median and mean gender pay gap, is shown below, as a percentage difference between men and women:

Difference in mean Pay	36.80%
Difference in median Pay	36.81%
Difference in mean Bonus	31.95%
Difference in median Bonus	-10%

Male employees receiving Bonus Pay	95.82%
Female employees receiving Bonus Pay	100%

Proportion of Male and Female employees according to quartile pay bands



Analysis

When looking at our pay quartiles, the gender pay gap is driven by the structure of our workforce and the higher concentration of males we have in more senior positions, rather than our pay structure which is structured on gender neutral basis. It is a gender representation issue at a senior level rather than a pay issue.

The senior management team is primarily male, historically filled by those who started as Engineers and progressed their technical, operational and management skills to become the leaders in the business.

This means that currently more men than women are in the higher paid senior roles within the business which creates the gender pay gap we see today.

Our difference in mean bonus pay is influenced by our gender split. Due to our pay structure within operational and production roles, not all are eligible for the annual bonus, but receive additional payments as an alternative. Due to the fact that the Company also operates a Safety Bonus scheme, which operational and production employees receive, this obscures the bonus figures due to the disproportionate amount paid.





Our Industry



For the future

We recognise that addressing the gender pay gap is a challenge in a historically male-dominated industry where both our current workforce and the pipeline of talent from which we recruit is overwhelmingly male. Our total workforce is currently 84.5% male.

Meaningful change takes time; however, we are committed to improving our gender balance at all levels of the organisation aiming to become a better gender balanced employer. To support this, we need to focus on how the industry and Roger Bullivant Limited in particular attract more women into employment. We will strengthen our links with STEM organisations, to attract talent and build engagement from grass roots.



Our Promise

For our existing employees, we want to retain them and facilitate progression into senior roles. We want to improve our ways of working to embed a healthy work-life balance for everyone. Whilst we currently have robust flexible working and shared parental leave policies, and offer flexible solutions to fit with personal circumstances, including job shares, part time contracts and flexible hours, we need to more actively promote these amongst women and men to improve take-up. We need to see a culture shift in the view that flexible working is not an exclusively female domain but something that anyone can do to achieve the best work/life balance for them. The aim is for all of our employees to be happy and engaged.

We conduct regular audits of pay and benefits, and will continue to do so, to ensure that our pay structure remains gender neutral, market competitive and focused on roles.

I, Graham Trafford, Group Finance Director, confirm that the information in this statement is accurate.

Date: 29th March 2018





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