



## GENDER PAY GAP

### Summary

Carter Synergy is required, by law, to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

As of 4<sup>th</sup> April 2017 the business employed 373 full time equivalent male members of staff and 57 full time equivalent female members of staff, a total of 428.

The report provides the following six calculations:

- A mean gender pay gap of 38%
- A median gender pay gap of 39.4%
- A mean bonus gender pay gap of 64.9%
- A median bonus gender pay gap of 65.6%
- 35.6% of females received a bonus payment compared to 42.7% of males received a bonus payment
- The proportion of each gender in each quartile pay band %

Quartile	Lower	Lower middle	Upper Middle	Upper
Female	45.4	6.5	0	0.9
Male	54.6	93.5	100	99.1

### DECLARATION

I hereby confirm the information provided in this report to be accurate.

A Bews  
HR Director  
January 2018

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Carter Synergy is required, by law, to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The requirement involves carrying out six calculations that show the difference between the average earnings of men and women within the organisation. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge for the Company and across Great Britain is to eliminate any gender pay gap.

### **The Mean Gender Pay Gap**

The mean gender pay gap for April 2017 was 38%.

There are 2 key drivers behind the mean gender pay gap, firstly being that, as an engineering Company that delivers design, installation, maintenance and service, of refrigeration, air conditioning, mechanical and electrical services, 50% of our employees will receive additional allowances related to compensation for various elements such as working anti-social hours (which attracts additional pay elements to their basic salary) and with a percentage being located within the Inner and Outer London boroughs. 100% of those employees are male. Excluding those additional allowances would result in a mean gender pay gap of 37.6%. Whilst there is no occupational reason for male dominance it is difficult to attract females to engineering roles.

The second driver, as mentioned above, is the lower representation of women within senior roles and a lack of women within our engineer resource. Women are a minority in the UK's STEM workforce (science, technology, engineering and maths) and only 8% of engineering professionals are women. As a social trend women are less likely to study in STEM fields and therefore attracting women is a challenge. Across our total workforce our female headcount is less than 15% of our total.

### **The Median Gender Pay Gap**

The median gender pay gap for April 2017 was 39.4%.

Again, the additional allowances for anti-social hours and London weighting were responsible for the result.

### **The Mean Bonus Gender Pay Gap**

The mean bonus gender pay gap for April 2017 was 64.9%.

A key factor in the gap of bonus levels during the 2016/2017 financial year was due to a one off bonus payment being applicable to a core percentage of our field engineering workforce (29.45% of total workforce) due to a change in their terms and conditions.

Bonus payments are not limited to just senior levels within the business, and historically we have departments who have never received bonuses or where we would not consider awarding a bonus such as finance or administrative functions. Bonus' have been key around project delivery, service delivery and sales functions within the business.

The other contributing factor to the gap is the lack of representation of women within the engineering role, which represents 50% of the workforce.

### **The Median Bonus Gender Pay Gap**

The median bonus gender pay gap for April 2017 was 65.6%, resulting from the same reasons as the mean gap above.

### **The Proportion of Males and Females Receiving a Bonus Payment**

Due to the makeup and nature of the business we currently only employ 15% of females within the organisation. Many of these work within supporting administrative functions across our regional offices. As discussed previously, many of these support functions do not receive bonus' due to the nature of the role. This would be applicable for all male and female staff within that team.

A discussed previously over nearly 30% of our workforce received a one off bonus during the last year due to the changes to their terms and conditions. This has skewed a 'typical' bonus award and heavily weighted the gap level presented. The business anticipates that this level would reduce significantly without this being included which should be seen within the next financial year report.

### **The Proportion of Males and Females in Each Quartile Pay Band**

Quartile	Lower	Lower middle	Upper Middle	Upper
Female	45.4	6.5	0	0.9
Male	54.6	93.5	100	99.1

The results are unchanged when the additional allowances are excluded.

### **ACTION PLAN**

#### **Recruitment & Retention**

A large proportion (50%) of the Company's human resource is made up of engineers, and unfortunately, it is evident that we struggle to attract females into this industry (as referred to above). As a business we will aim to recruit and develop more female employees and in order to achieve this we will:

- Utilise initiatives such as the Apprenticeship Levy, and review our current training opportunities to encourage an increase in female representation at a senior level
- Review our recruitment processes and strategies to ensure that we focus on attracting female talent into our workforce
- Attempt to eliminate perceptions that engineering should be a male dominated environment

#### **Pay Review**

In determining any pay awards, as a business, we look at the economic climate, and both company and individual performance. We will integrate gender pay gap considerations into future pay and reward reviews.