



# **Gender Pay Report 2018**

MB Aerospace Newton Abbot Limited

April 2018

# Gender Pay Report – MB Aerospace Newton Abbot Limited

## Directors' Statement

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Here at MB Aerospace, Newton Abbot we aim to ensure that all our employees are treated fairly, with respect and dignity without exception. This includes making sure that everyone is fully trained to do their job effectively and safely and able to meet the exacting standards demanded by the Aerospace industry. We do this by regular audits and interacting with our employees in many ways so that everyone understands what is required of them and just as importantly what their concerns and development needs are. We offer fully supported career development plans for anyone who wishes to progress and this can range from on the job coaching to fully supported degrees.

Diversity and inclusion are central to our business success and we strive to build a culture where people can be themselves and work in a supportive environment regardless of their gender or any other attribute or choice.

We have understood and promoted equality in in all our business activities for very many years and have developed policies and procedures to support our genuinely held belief that this is not only the right and proper thing to do but also makes sound business sense. Nevertheless, we do have a gender pay gap which we are pleased to say is somewhat lower than the national average and considered low for a manufacturing organisation primarily involved in precision engineering. There are two main reasons for this gap; fewer women in leadership roles and the difficulty in attracting females to highly skilled engineering positions.

We are already working to address this imbalance by working with local schools, colleges and our local University Technical College, of which we are a founding partner, to encourage young female students to take an interest in STEM subjects and how this can lead to a rewarding and highly successful career in engineering.

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with the guidance on managing gender pay as required by the UK Government.

***Tony Wiltshire Director MB Aerospace, Newton Abbot, March 2018***

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## Statutory Public Data

### Public Information

The regulations require Companies with more than 250 employees on 5 April 2017 to publish details of their gender pay gap in the format below. MB Aerospace, Newton Abbot employed 487 people at the time this data was collected.

|   |       |
|---|-------|
| Male Employees                                  | 90.3% |
| Female Employees                                | 9.7%  |
| Mean Gender Pay Gap                             | 6.4%  |
| Median Gender Pay Gap                           | 8.6%  |
| Mean Bonus Gender Pay Gap                       | -11%  |
| Median Bonus Gender Pay Gap                     | 0%    |
| Proportion of males receiving a bonus payment   | 93.1% |
| Proportion of females receiving a bonus payment | 89.8% |

This data shows that 9.7% of our workforce are female and that our Mean Gender Pay Gap is 6.4%

This table below shows how the proportion of females is broken down into each pay quartile as required by the regulations.

| Quartile  | Men | Women | Quartile Total | Male % | Female % |
|---|-----|-------|----------------|--------|----------|
| Upper: 75-100% of full-pay relevant employees       | 113 | 8     | 121            | 93.4%  | 6.6%     |
| Upper middle: 50-75% of full-pay relevant employees | 114 | 8     | 122            | 93.4%  | 6.6%     |
| Lower middle: 25-50% of full-pay relevant employees | 107 | 15    | 122            | 87.7%  | 12.3%    |
| Lower: 0-25% of full-pay relevant employees         | 106 | 16    | 122            | 86.9%  | 13.1%    |

This data indicates that the proportion of females in higher paid positions is lower than that of those in lower paid positions and this creates a gender pay gap despite us having robust equal pay policies in place for many years. In order to reduce the gap, we are working hard to encourage female employees to develop their engineering and leadership skills in order to equip them for more senior positions.

This can be difficult for many reasons not least of which is encouraging females to develop their STEM skills and choose Engineering as a worthwhile, satisfying and rewarding career. We do this through individual career development and working with local educational establishments to demonstrate that the work we do is just as rewarding for females as it is males and that there is no reason why a female engineer cannot progress to the most senior levels of the organisation.

We also recognise that very many of our employees have family commitments, not just females and support them through a comprehensive set of family friendly policies where we try and be as flexible as we can in recognising how important family responsibilities are.

We are sure that by following our ethos of Continuous Improvement along the lines stated we will be able to succeed in our aim of reducing the gender pay gap further.