



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 5th April 2018 the business employed 398 full time equivalent male members of staff and 59 full time equivalent female members of staff, a total of 457.

The report provides the following six calculations:

- A mean gender pay gap of 40.1%
- A median gender pay gap of 34.7%
- A mean bonus gender pay gap of 45.5%
- A median bonus gender pay gap of 4.6%
- 3.2% of females received a bonus payment compared to 13.4% of males received a bonus payment
- The proportion of each gender in each quartile pay band %

Quartile	Lower	Lower middle	Upper Middle	Upper
Female	35.7	9.6	0	0.9
Male	64.3	90.4	100	99.1

DECLARATION

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

A Bews
HR Director
March 2019

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 2018 was 40.1%.

The key driver behind the mean gender pay gap, is the lower representation of women within senior roles and a lack of women within our engineer resource. Whilst there is no occupational reason for male dominance it is difficult to attract females to engineering roles which represents 50% of our total workforce.

Across our total workforce our female headcount is less than 15% of our total.

Women are a minority in the UK's STEM workforce (science, technology, engineering and maths) and less than 10% 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.

The Median Gender Pay Gap

The median gender pay gap for April 2018 was 34.7%.

Whilst this has reduced since 2018 this is primarily due to the difficulty of recruiting females into middle and senior positions within the organisation.

The Mean Bonus Gender Pay Gap

The mean bonus gender pay gap for April 2018 was 45.5%.

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 and a structured programme is in place within these areas. These roles are currently 99% currently undertaken by men.

The Median Bonus Gender Pay Gap

The median bonus gender pay gap for April 2018 was 4.6%, 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 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.

The Proportion of Males and Females in Each Quartile Pay Band

Quartile	Lower	Lower middle	Upper Middle	Upper
Female	35.7	9.6	0	0.9
Male	64.3	90.4	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:

- Continue to 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 continue to integrate gender pay gap considerations into future pay and reward reviews.