



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 2019 the business employed 341 full time equivalent male members of staff and 36 full time equivalent female members of staff, a total of 377 which is a reduction in 80 heads from 2018 report.

The report provides the following six calculations:

- A mean gender pay gap of 32.2%
- A median gender pay gap of 33.3%
- A mean bonus gender pay gap of -222.8%
- A median bonus gender pay gap of -1479.2%
- 5.4% of females received a bonus payment compared to 23.7% of males received a bonus payment
- The proportion of each gender in each quartile pay band %

Quartile	Lower	Lower middle	Upper Middle	Upper
Female	28.4%	5.3%	2.1%	2.1%
Male	71.6%	94.7%	97.9%	97.9%

DECLARATION

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

A Bews
HR Director
March 2020

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 2019 was 32.2%.

The key driver behind the mean gender pay gap continues to be 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. In addition, we also have strong retention rates across core areas of our senior workforce which reduces the opportunity for development.

There has been a positive change across the upper middle and upper quartiles this year and we have seen an 8% reduction in our mean gender pay gap compared to 2018. We need to continue this trend moving forwards.

Across our total workforce our female headcount is less than 10%.

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 2019 was 33.3%.

Whilst this continues to reduce in 2019 compared to previous years, this is primarily due to the difficulty of recruiting females into middle and senior positions within the organisation and the lack of opportunities which present themselves due to the retention of the workforce in this area.

The Mean Bonus Gender Pay Gap

The mean bonus gender pay gap for April 2019 was -222.8%.

Bonuses within the business are generally awarded around the project delivery, service delivery and sales functions and a structured programme is in place within these areas.

For 2019 we can see that there has been a greater spread of bonus payments within our male workforce (23%) with a median value of £100. The majority of these payments fall into our engineering workforce who can obtain a small bonus payment during our peak working periods. The bonuses awarded to the females in 2019 was against a smaller percentage of the female workforce (5%) and with a limited spread in monetary value (median value being £1,579.20) which is likely to have skewed the results to the figures demonstrated.

As reported previously, historically we have departments who have never received bonuses or where we would not consider awarding a bonus such as finance or administrative functions. A large percentage of our female workforce falls into these areas.

The Median Bonus Gender Pay Gap

The median bonus gender pay gap for April 2019 was -1479.2%, 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 10% 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	28.4%	5.3%	2.1%	2.1%
Male	71.6%	94.7%	97.9%	97.9%

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.