

GENDER PAY GAP REPORT 2020

Overview

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

Carter Synergy is a provider of Refrigeration, Mechanical, Electrical and core building services operating nationally with a workforce primarily employed across England and Wales.

This report focuses on the Gender Pay Gap and not Equal Pay, these are two separate issues. The Gender Pay gap looks at all roles across the organisation and measures the difference between male and female average earnings across the business. The data is detailed as a percentage of male earnings.

Equal pay is the right for males and females to be paid the same when doing the same or equivalent work. Having a gender pay gap does not automatically mean there is an equal pay issue within the organisation. There can be several reasons for a gender pay gap. These will be explored and explained in the following report. Carter Synergy is committed to Equal Pay rights, as is our legal requirement but also to improving our Gender pay gap.

As of 5th April 2020, the business employed 334 full time equivalent male members of staff and 35 full time equivalent female members of staff, a total of 369 which is a reduction in 8 heads from 2019 report.

The report provides the following six calculations:

- A mean gender pay gap of 30.8%
- A median gender pay gap of 34.2%
- A mean bonus gender pay gap of -20.9%
- A median bonus gender pay gap of -743.2%
- 8.1% of females received a bonus payment compared to 23.8% of males received a bonus payment

The proportion of each gender in each quartile pay band %

Quartile	Lower	Lower middle	Upper Middle	Upper
Female	25.8	7.6	2.2	2.2
Male	74.2	92.4	97.8	97.8

Declaration

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



A Bews
HR Director
March 2021



2020 Gender Pay Analysis

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 2020 was 30.8%.

We are aware that the National gender pay gap is 15.5% on average in 2019 across all organisations and sectors which is significantly lower than the pay gap we present.

Looking at our organisation makeup, Carter Synergy does have a gender imbalance in the different levels of roles within the business, which is demonstrated when looking at the quartile split. Our engineering resource is 100% dominated by a single sex (male) and represents over 50% of our total workforce. Across our total workforce our female headcount is less than 10%. Whilst there is no occupational reason for male dominance it is difficult to attract females to engineering roles. In addition, we also have strong retention rates across core areas of our senior workforce which reduces the opportunity for development.

Women are a minority in the UK's STEM workforce (science, technology, engineering, and maths) and less than 15% 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 2020 was 34.2%.

As a business we continue to have a low representation of females into middle and senior positions within the organisation. Due to minimal turnover of employees within these areas there is a lack of opportunity to be able to make any necessary improvements.

The Mean Bonus Gender Pay Gap

The mean bonus gender pay gap for April 2020 was -20.9%.

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 2020 we can see that there has continued to be 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 2020 was against a smaller percentage of the female workforce (8%) and with a limited spread in monetary value (median value being £948.13) 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 2020 was -743.20%, resulting from the same reasons as the mean gap detailed 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	25.8	7.6	2.2	2.2
Male	74.2	92.4	97.8	97.8

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; 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.