



# Gender Pay Gap Reporting Paradigm Precision Burnley Limited April 2018



## Introduction

The UK Government has recently introduced regulations for Companies within the UK to report their Gender Pay Gap. These regulations affect companies who employ 250 people and over and encourage employers to provide a plan of action where such pay gaps exist.

Every year, at the snapshot date of 5<sup>th</sup> April, a company must report on the following:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure<sup>1</sup>

The gender pay gap shows the difference between the average (mean) and median (mid-point) earnings of male and female employees. This is expressed as a percentage of men's earnings <sup>2</sup>.

Paradigm Precision Burnley Limited welcome the gender pay gap reporting as we have built a business which is based on equality and fairness for all employees irrespective of whether they are male or female.

Paradigm Precision Burnley Limited specialises in the manufacturing of complex and precision machined and fabricated assemblies for the aerospace and industrial markets.

\*<sub>1</sub>- [www.gov.uk](http://www.gov.uk)

\*<sub>2</sub>- [www.acas.org.uk](http://www.acas.org.uk)

## Our Results

Our results as at 5<sup>th</sup> April 2017 are as determined below.

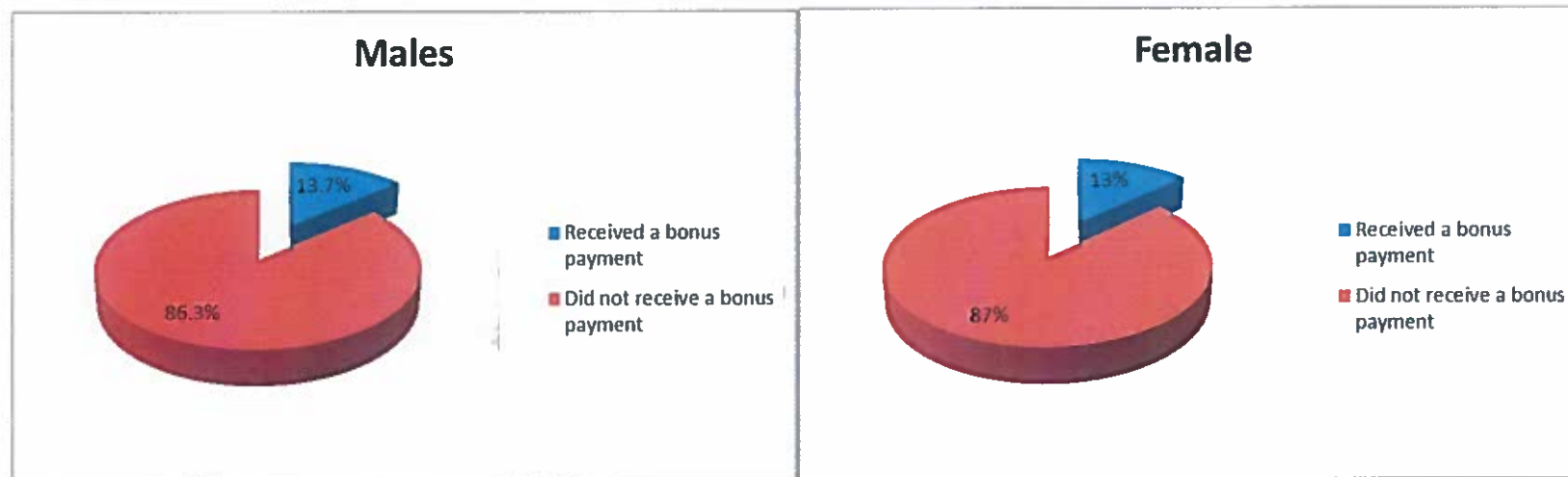
The percentages below show the difference in the overall mean and median pay and bonus between men and women.

	<b>Mean (Average)</b>	<b>Median (Mid-Range)</b>
<b>Gender Pay Gap (Hourly Rate)</b>	4.46%	3.63%
<b>Gender Bonus Gap (Bonus Pay)</b>	-122.88%	0%

By interpreting the above data, we can determine that we have a gender pay gap of 4.46% which is way below the UK average of 18.1% in 2016.

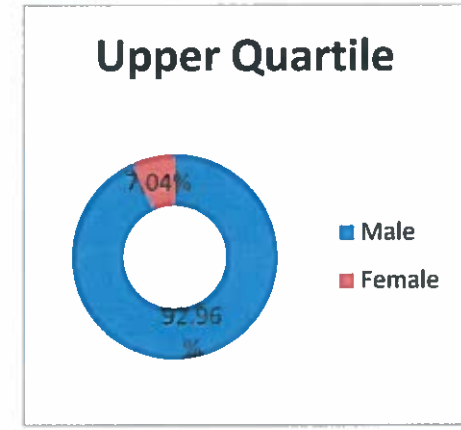
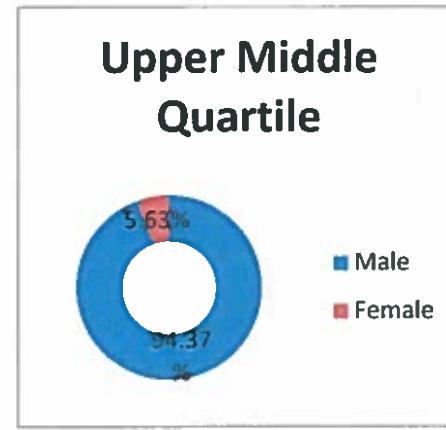
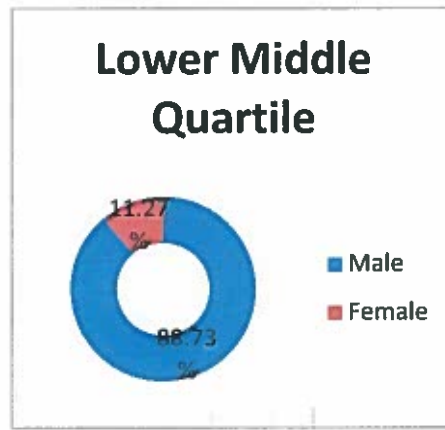
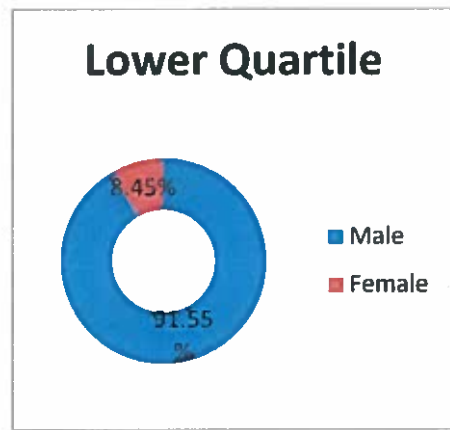
During the snapshot period, our business also paid a significant higher bonus amount (on average) to our female employees than our male employees; this scheme is based around award and recognition.

## Proportion of male and females receiving a bonus payment



As per the graphs above, the business paid out equal bonus payments to both its male and female employees, with approximately 13% of each receiving a bonus payment in the snapshot period.

## Proportion of males and females in each quartile



The charts above show the gender distribution across our pay structure for the business. As demonstrated above, there is a significant higher amount of male employees than female employees across all four of our quartiles. This is common to the industry that we operate in due to there being limited availability of female Engineers.

## Our Actions

Unfortunately, there are fewer females studying the STEM (Science, Technology, Engineering and Maths) disciplines as opposed to their male counterparts. As a result of this, we have created the following actions:

- **Developing strong relationships with local schools.**

We have established relationships with a number of primary and secondary schools whereby we send volunteers from the workplace to teach them about STEM and to change the perspective of an Engineering company. We also hold open days and evenings whereby parents of these children are able to visit us to get useful information about careers in Engineering.

- **Continuous development of our apprenticeship scheme.**

We believe that our future talent lies within our apprenticeship scheme. Our current scheme provides employees with the ability to rotate throughout different sections of the organisation to ensure that we build our talent pipeline. We are desperately attempting to break down the stigma of 'women in engineering' and are pro-actively showcasing our female employees at engineering events.

- **Developing internal leadership programmes.**

As part of the Paradigm Precision group, we have identified a new leadership development programme that will provide our future talent with the skills, resources and tools to become future senior leaders of the business. It is anticipated that we will be sponsoring a number of employees, including a large percentage of females, to participate in this programme.

- **Training and Development.**

We will continue to sponsor our employees, including female employees, to develop themselves with external training courses, including, HNC's, HND's, Degrees and NVQ's.

Overall, we ensure that our employees are treated fairly irrespective of their gender (or other characteristics) and that both males and females are compensated on a comparable basis for undertaking similar work.



We can confirm that the data contained in this report is accurate and reflective of the snapshot date of 5<sup>th</sup> April 2017.

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