



INSPIRING

Great British Manufacturing

Gender Pay Gap Report 2022

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Gender Pay Gap Report 2022

Introduction

The Manufacturing Technology Centre (MTC) develops and proves innovative manufacturing processes and technologies in an agile, low risk environment, in partnership with industry, academia and other institutions. We focus on delivering bespoke manufacturing system solutions for our customers.

To achieve our ambitious growth plans we recognise that we need a talented and diverse workforce and we are actively working to develop this in order to help us innovate and realise our corporate goals.

We continually encourage young people into exciting careers in engineering, to develop and embed technologies that will impact UK industry for years to come.

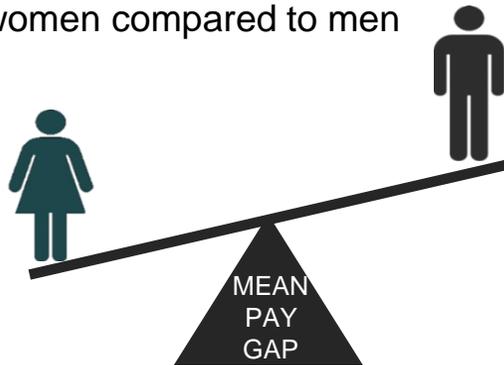
Gender Pay Gap Report 2022

Definition: What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average (mean or median) earnings of men and women. It is always expressed as a percentage of male earnings.

Mean Pay Gap

The mean is the difference in the average hourly pay for women compared to men



Median Pay Gap

The median is the middle number when hourly rates are placed in order from lowest to highest



It is not the same as 'Equal Pay'

Equal pay deals with pay discrimination and the differences in pay when members of the opposite sex are paid differently but yet they carry out the same work, similar work or work of equal value.

A gender pay gap is not necessarily evidence of pay discrimination in the workplace; a pay gap can exist for a variety of legitimate non-discriminatory reasons.



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Definition: What is included as 'pay'?

Data included in the calculation	Data excluded from the calculation
 Basic pay	 Overtime
 Allowances	 Redundancy / termination payments
 Shift premium pay	 Arrears of pay
 Bonuses – which happen to be <u>paid</u> in the pay period including 5 April	 Benefits in kind – e.g. company car
	 Expenses
	 Salary sacrifice schemes (i.e. use the gross pay figure <u>after</u> the deduction)
	 Pension deductions (i.e. use the figure <u>before</u> deduction at source)

The ordinary pay period used for each employee calculation varies according to the frequency of when they are paid (e.g. weekly, fortnightly, monthly etc.). **This period must include the snapshot date of 5 April for each employee.**

The bonus pay period is the 12-month period ending on 5 April each year. The bonus pay period is 6 April 2021 to 5 April 2022 inclusive.

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Definition: What is a salary quartile?

- 👤 Take the hourly rate results of **all** full pay relevant employees
- 👤 Rank those employees in order from lowest paid to highest paid
- 👤 Divide the employees in four sections (each containing the same number of employees)

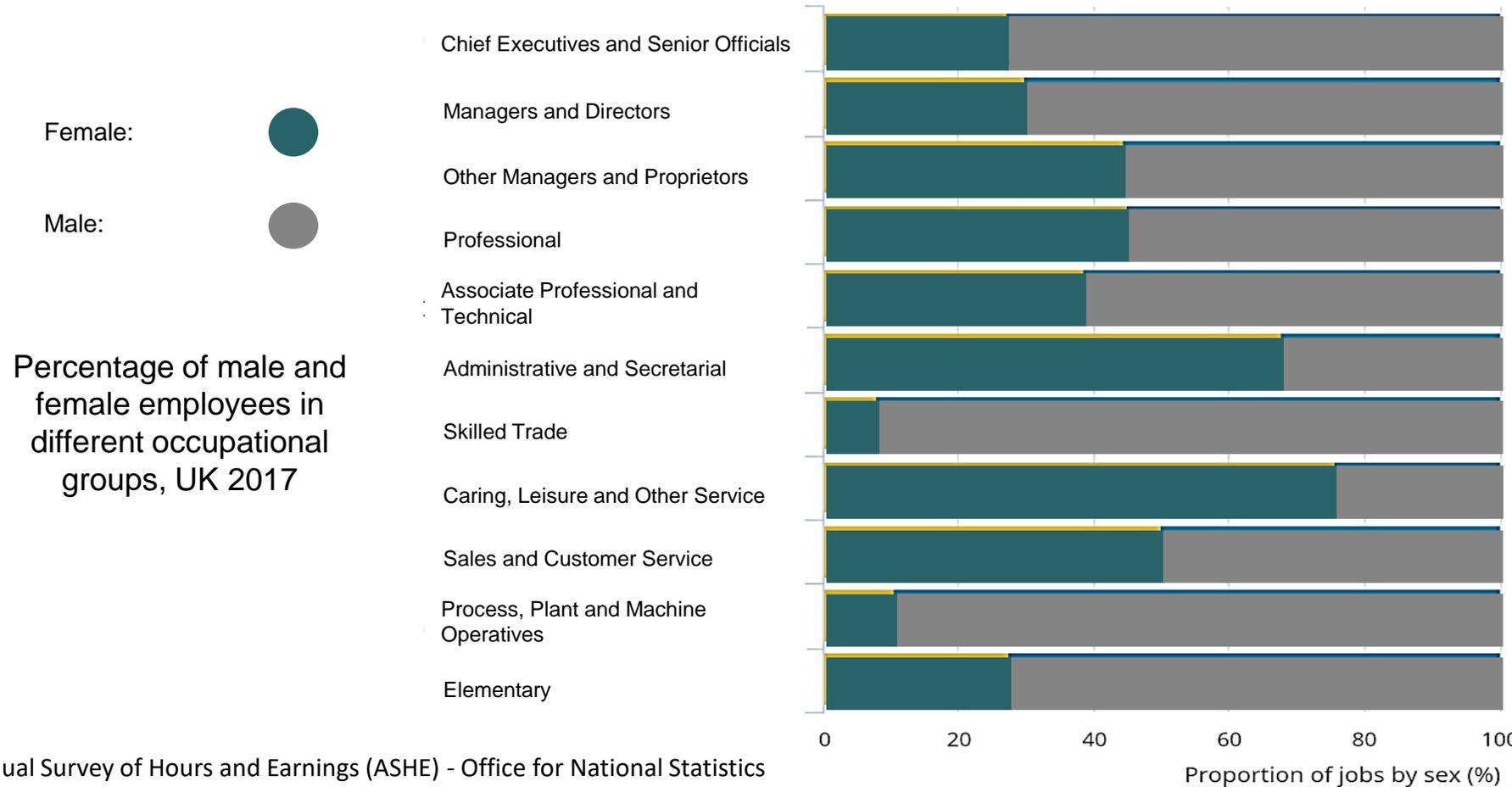


- 👤 Express it as a percentage for each quartile:
 - 👤 The proportion of males
 - 👤 The proportion of females

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National Statistics by sector

👤 Occupation is a key factor. The manufacturing sector is male dominated (Skilled Trades, Associate Professional Technical and Process, Plant and Machine Operatives). Our business reflects the national trend.

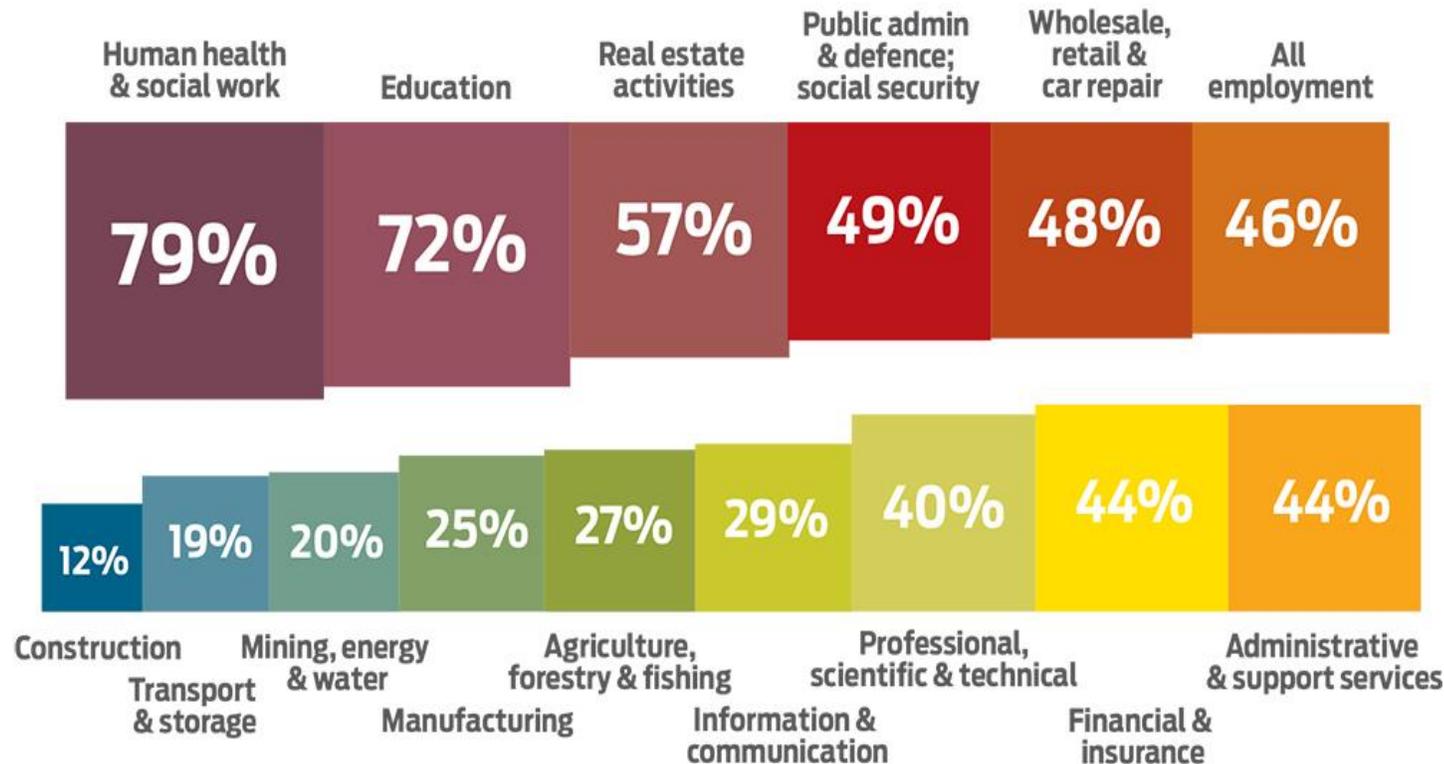


Together we impact society.
The **RIGHT** Way

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National Statistics by sector

GENDER BALANCE BY SECTOR ONS DATA ON % OF WOMEN IN EACH INDUSTRY



- ♣♣ Occupation is a key factor. The manufacturing sector is male dominated (Skilled Trades, Associate Professional Technical and Process, Plant and Machine Operatives), with males accounting for 75% of employees. Our business reflects the national trend.
- ♣♣ The UK has the lowest proportion of female engineers when compared to the European Union, less than one in ten engineering professionals is a woman.
- ♣♣ At the MTC, females account for nearly 20% of engineering professionals.

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National Mean Gender Pay Gap

Just to put the headline statistics into context, the 2022 national averages for combined full and part-time employees for ordinary pay are:

👤 👤 **National Mean 14.9%**

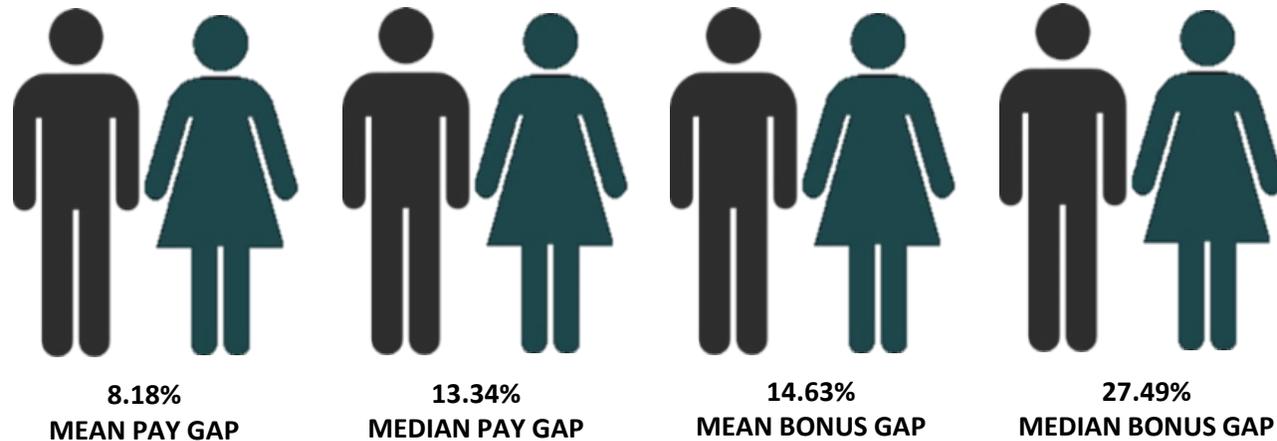
👤 👤 MTC 8.18%



Gender Pay Gap Report 2022

Our Gender Pay and Bonus Gap Results

Gender Pay and Bonus Gap

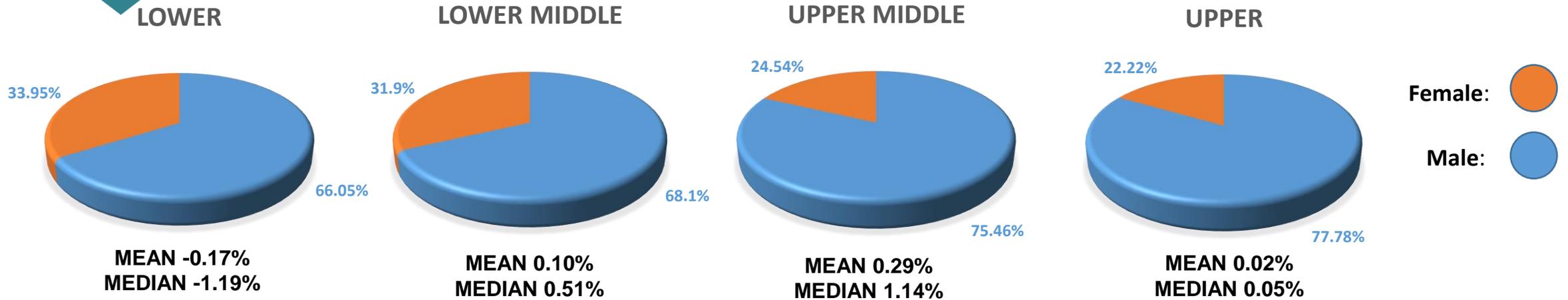


The national mean gender pay gap (all employees) is 14.9%. Our mean pay gap is well below the national average. The calculation for ordinary pay is based on a snapshot period that includes 5 April 2022. The bonus pay calculation is based on the 12-month period 6 April 2021 to 5 April 2022 inclusive.

Proportion of men and women paid a bonus during the bonus pay period

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Salary Quartiles



What do our results show?

The proportion of females is increasing in the upper quartiles, both through internal promotion and external recruitment. The gender split across the business now stands at 70% male and 30% female.

	Proportion of females in Lower Quartile	Proportion of females in Lower Middle Quartile	Proportion of females in Upper Middle Quartile	Proportion of females in Upper Quartile
2021	30.52%	32.03%	24.68%	20.78%
2022	33.95%	31.9%	24.54%	22.22%

Gender Pay Gap Report

Closing the Gap

We continue to aspire to make the MTC a great place to work, in order to attract, retain and develop the best talent to help us achieve our corporate mission of positively impacting society together.

Key to this aim is having a diverse and inclusive workforce who feel empowered to innovate and deliver great outcomes in a supportive environment.

Our current gender pay gap continues to be well below the national average. Whilst we are pleased with this, we recognise that this is not enough. We are keen to ensure that engineering and working in the engineering sector is an attractive career choice for women of all ages and backgrounds and we are continuing with our plans and activities to narrow the gap, which we hope will be reflected in future reporting.

From the MTC Board to our Executive team and right through all the levels of our Career Level Framework, not only are women represented, but we can clearly recognise the value that women bring to our community.

We have had a busy time focusing on reinforcing our efforts to engage with an ever increasingly diverse audience of applicants to enhance our MTC community, whilst making sure we have the right environment to foster greater inclusivity.

I hope to report a narrowing of the gender pay gap in our report next year.

Victoria Sanderson
Chief People Officer

Gender Pay Gap Report

Closing the Gap – a year in review

Our working environment

As mentioned above, we believe a supportive environment is key to maximising colleague contribution and last year we formalised our Fully Flexible Working Policy, making it a permanent feature. Colleagues continue to benefit from increased wellbeing and work/life balance, as a result of the ability to work flexibly, with many working a four-day week. This way of working, coupled with the introduction of hybrid working post the pandemic, has proved to be an attractive aspect of working at the MTC. We know that parents and guardians have particularly welcomed the flexibility with regards to supporting childcare arrangements.

During 2022 we began using Equality, Diversity & Inclusion (EDI) data to monitor diversity at all stages of the colleague journey, providing regular reports to our Executive team.

We also undertook the first cross-MTC EDI colleague survey, using the feedback to inform the activity that we need to undertake to change our culture. A key piece of feedback coming out of this survey was the introduction of EDI Champions and we now have an established network of colleagues in this role across the business, who are actively supporting our efforts to create a more diverse workplace.

Other feedback from the survey prompted us to re-run a series of mandatory 'Respect' training workshops with the purpose of ensuring all colleagues know their responsibility regarding making others feel respected and included, and raising awareness about acceptable/unacceptable behaviour. Another key output from the survey was the introduction of our Menopause Policy, helping make sure that women continue to feel valued and supported at MTC. The aim of the Policy is to support the promotion of a culture where perimenopause, menopause, post-menopause, its symptoms and potential health and work implications can be openly discussed.

And, our Women at the MTC affinity group (which is open to everyone) continues to meet on a regular basis, hosting guest speakers and featuring topics of the moment.

Gender Pay Gap Report

Closing the Gap – a year in review

Recruitment

- New research from EngineeringUK* has shown that 16.5% of those working in engineering are female, compared to 10.5% as reported in 2010. At MTC, 30% of our workforce is female.
- In 2022, of the new colleagues who joined the MTC, 31% were female; 52% of the new female colleagues are in the Upper Middle and Upper pay bands and 19% of job applicants overall were female.
- The percentage of females joining the Graduate Programme remains at 14% and will be a focus in our attraction strategy in 2023.
- Of the 196 apprentices at the MTC, 13% are female.
- Female turnover is slightly lower 15%, compared to 16% for males.

Women into Engineering

The Tilly Shilling Initiative is MTC's Science, Technology, Engineering and Mathematics (STEM) Outreach Programme and was set up to encourage greater diversity and inclusivity in general, in the field of engineering, paving the way for the next generation of engineers. Through their work they are able to challenge negative preconceptions about engineering and shine a light on how modern engineering is transforming the way we live now and in the future.

* [New analysis shows increase of women working in engineering - EngineeringUK | Inspiring tomorrow's engineers.](#)

Gender Pay Gap Report

Closing the Gap – a year in review

Women into Engineering continued

Our STEM Ambassadors, who volunteer to support the initiative, regularly deliver a range of activities and workshops in schools, including those catering for pupils with Special Educational Needs and Disability (SEND), and attended major events to raise awareness about opportunities in STEM.

Our apprenticeship programme also continues to host open evenings, encouraging young people from diverse backgrounds, as well as young women.

The logo for Manufacturing Technology Centre (MTC) features the lowercase letters 'mtc' in a bold, white, sans-serif font. The letters are slightly italicized and have a subtle shadow effect. The background of the logo is a dark teal square.

mtc

Manufacturing
Technology Centre

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The CATAPULT logo consists of the word 'CATAPULT' in a large, bold, white, sans-serif font. Below it, the words 'High Value Manufacturing' are written in a smaller, white, sans-serif font. The background of the logo is a dark teal square.

CATAPULT
High Value Manufacturing