



**mtc**

Manufacturing  
Technology Centre

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

# Gender Pay Gap Report 2020

*For Internal Use Only*

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# Gender Pay Gap Report 2020

## 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.

Our clear vision is to inspire Great British manufacturing on the global stage

- We provide integrated manufacturing system solutions for customers large and small, across sectors as diverse as automotive, aerospace, rail, informatics, food & drink, construction/civil engineering, electronics, oil & gas and defence.
- We can help companies manufacture faster, at a consistently higher quality and lower cost, in an agile environment in partnership with industry and academia.

We recognise the benefits that a diverse workforce can bring and we continually encourage people of all ages and backgrounds into exciting careers in engineering to develop and embed technologies that will impact UK industry for years to come.

# Gender Pay Gap Report 2020

## Definition

### **Gender Pay Gap**

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. The mean is the average and the median is the middle number when hourly rates are placed in order from lowest to highest; both calculations are expressed as a percentage of male earnings.

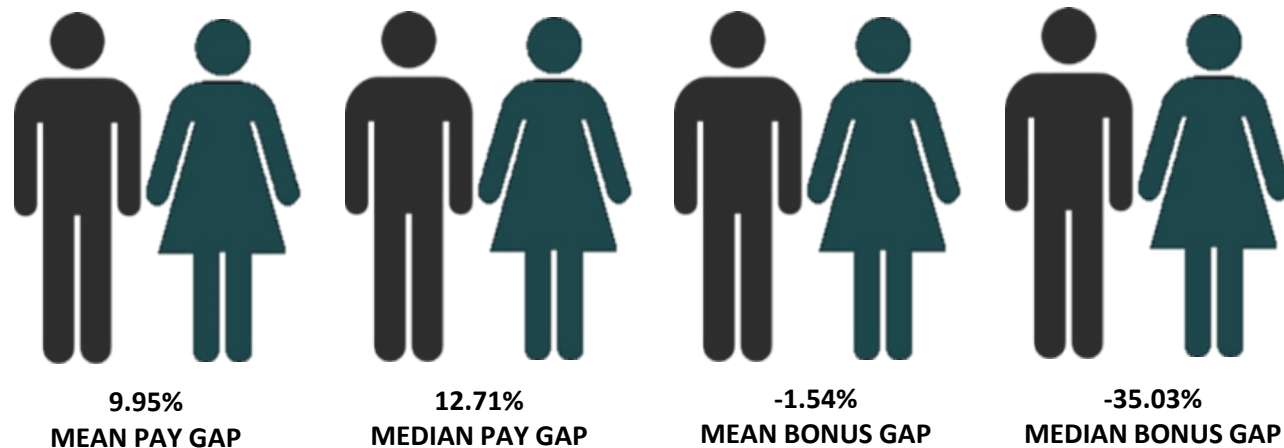
### **Equal Pay**

Equal pay is not the same as the gender pay gap. 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. We are committed to supporting equality through fair pay and we strive to ensure that men and women are paid equally for doing equal work.

# Gender Pay Gap Report 2020

## Gender Pay and Bonus Gap

### Gender Pay and Bonus Gap

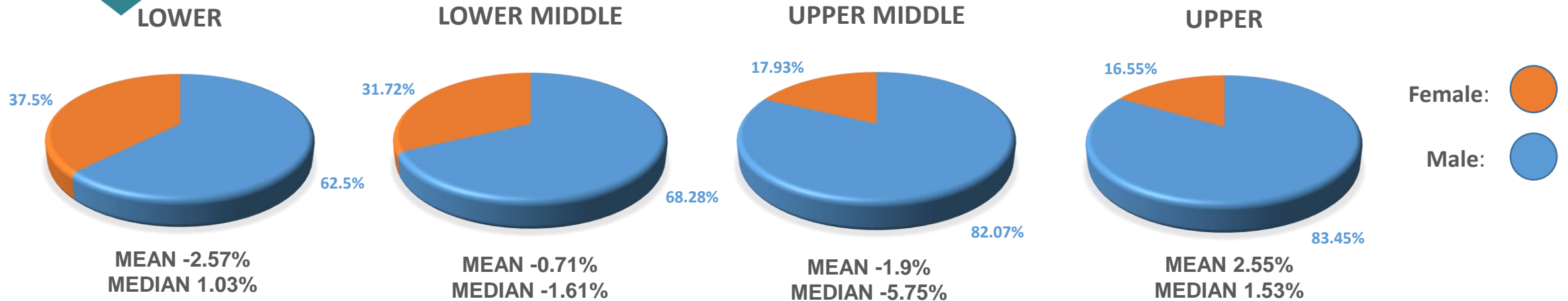


Proportion of Men and Women Paid a Bonus during the bonus pay period

The national mean gender pay gap is 15.5%. 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 2020. The bonus pay calculation is based on the 12-month period 6 April 2019 to 5 April 2020 inclusive.

# Gender Pay Gap Report 2020

## Salary Quartiles



### What do our results show?

We have been successful in narrowing the gender pay gap, particularly in the upper salary quartile, reflected in the increased proportion of females in the upper middle and upper quartiles. The gender split across the business now stands at 72% male and 28% 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
2019	37.50%	31.72%	17.93%	16.55%
2020	35.70%	28.75%	19.60%	20.77%

# Gender Pay Gap Report

## A Year in Review

At the MTC, our RIGHT Way value of 'Honesty and Integrity' continues to drive our transparency and openness about the impact our actions to close the Gender Pay Gap are making, and helps us identify further opportunities to narrow it.

The MTC, based in Ansty Business Park, Coventry, now has offices in Culham, Liverpool and London. As we extend our geographical influence in order to achieve our business goals, we are also keen to promote our ambition to have a truly diverse and inclusive workforce where colleagues can bring not only their talent but also their whole self to our workplace.

In what has been a difficult year for many, we are pleased to be able to report significant progress compared to our data for 2019:

- Mean pay gap down from 16.3% to 9.95%
- Median pay gap down from 20.3% to 12.71%
- Mean bonus gap down from 86% to a positive gap of 1.54%.

We are also pleased to report that women are now paid slightly more than men in all quartiles other than the Upper Salary Quartile.

Whilst we are pleased to see this progress, we realise that there is still more to do to make our workplace more diverse and inclusive.

This is our fourth Gender Pay Gap Report and this report sets out what we have been doing, the progress we have made and our future ambitions.

# Gender Pay Gap Report

## A Year in Review

### Recruitment

Inclusion is woven into our colleague journey – from recruitment all the way through to retention.

In 2020 we successfully recruited more females into the workplace; of the 109 new colleagues who joined the MTC during 2020, 34.8% were female – an increase of 2.3% on 2019. We hired 30 people into the Upper Middle and Upper pay bands, of whom 53% are female, up 26% on 2019. There was a very slight decrease in the female representation on our annual graduate intake, falling just 2% to 30%.

Men continue to be more highly represented in the manufacturing sector – just 14.4% of all people working in STEM in the UK are female.

### Our working environment

We promote everyday inclusion to help us achieve our goal of a genuinely diverse and inclusive workplace. Our RIGHT Way Values & Behaviours are the compass points that guide us through our day-to-day interactions with each other.

During 2020, we introduced a suite of articles and modules on the subject of Diversity on our learning experience platform, as part of our commitment to enable colleagues to see the bigger picture and to challenge any personal stereotypes or biases that might exist.

Our affinity groups continue to thrive, giving all our colleagues the chance to connect with a common purpose in mind. In 2020, we saw three new groups set up: Women at the MTC, LGBT+ and Accessibility, in addition to the Neurodiversity group. Through these groups, our colleagues are able to celebrate their common interests, their diversity and their individuality, while raising awareness and concerns as necessary.



# Gender Pay Gap Report

## A Year in Review

### **Our working environment continued**

Our flexible working arrangements are inclusive and exist to support all colleagues' work-life balance; something which continues to be challenged during the pandemic.

Coincidentally, the MTC was already planning to roll out a Fully Flexible Working Week trial across all grades in March 2020 and with the pandemic continuing, the trial is proving to be impactful in supporting colleague wellbeing - providing an extended weekend to spend with family and time for oneself.

During the pandemic, we have worked hard to put in place a series of additional initiatives to support colleague wellbeing, work-life balance and caring responsibilities, regardless of gender identity. We want to create a community where we all can talk openly about any health concerns we may have while supporting both colleague and manager.

### **Women into Engineering**

The Tilly Shilling Initiative (TSI) is a group of colleagues who are passionate about promoting engineering as a profession and aspire to have a positive effect on changing the industry. As professionals within the engineering industry, they use their position to inspire and engage students of all ages, and to show them how challenging and rewarding a career in engineering can be. Last year the role of TSI was repositioned to focus on STEM activity to maximise MTC's aims to encourage diversity in engineering.

TSI planned to host a range of events in 2020, starting with an inspirational International Women's Day Breakfast event in March - all colleagues were invited and the aim was to break down barriers and remove stigma through a range of activities about women achievers.

# Gender Pay Gap Report

## A Year in Review

### **Women into Engineering continued**

Unfortunately, due to the pandemic a large proportion of TSI's external work was halted, including key events such as STEM The Gap – the annual conference held in collaboration with the Women's Engineering Society (WES), to address diversity and inclusion within the engineering community. They were, however still able to make an impact. In the summer, the TSI joined forces virtually with Outbox 2020 Programme, working with girls and non-binary young people to discuss how to deliver an engineering project. They also collaborated with the MTC's Marketing Team to take part in the 'Lottie on Tour' campaign with WES. The Lottie Tour is held every year as a way to capture the interest of a younger engineering audience by showing current engineers 'touring' with Lottie Dolls. In preparation for the roll out of its 2021 programme of activities such as virtual STEM Workshops and a virtual STEM The Gap event, amongst other initiatives, TSI held a recruitment drive for additional MTC STEM Ambassadors.

The MTC Apprenticeship Programme has continued its recruitment drive with virtual open days and has held, where it has been safe to do so, onsite tours of the MTC workshop for schools. They continue to role model women in engineering through their marketing and awareness raising promotional materials

# Gender Pay Gap Report

## Closing the Gap

### **Looking Ahead**

The narrowing of our gender pay gap has shown us that we can achieve the right outcomes as we continue to focus on creating a more diverse workplace for all.

To support internal career development and progression, we have refreshed our Coaching and Mentoring programme, which is available to all. And, the recent introduction of the Career Level Framework now offers all colleagues the transparency to be able to see the progression routes available to them within the MTC, which is crucial for us to be able to build a future female talent pipeline.

Internally, our Employee Value Proposition is 'Together we impact society' and our aspiration is that our MTC community, whose goal is to deliver this promise, will become an increasingly diverse, inclusive, vibrant and welcoming environment for the best talent irrespective of their gender, ethnicity, sexual orientation, disability, age, religion, caring responsibilities and gender identity/expression.

We hope to report further progress on narrowing the gap next year.

**Victoria Sanderson**  
**Human Resources Director**

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.

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