



Gender Pay Gap Report 2018

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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.

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 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.

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Gender Pay and Bonus Gap

Gender Pay and Bonus Gap

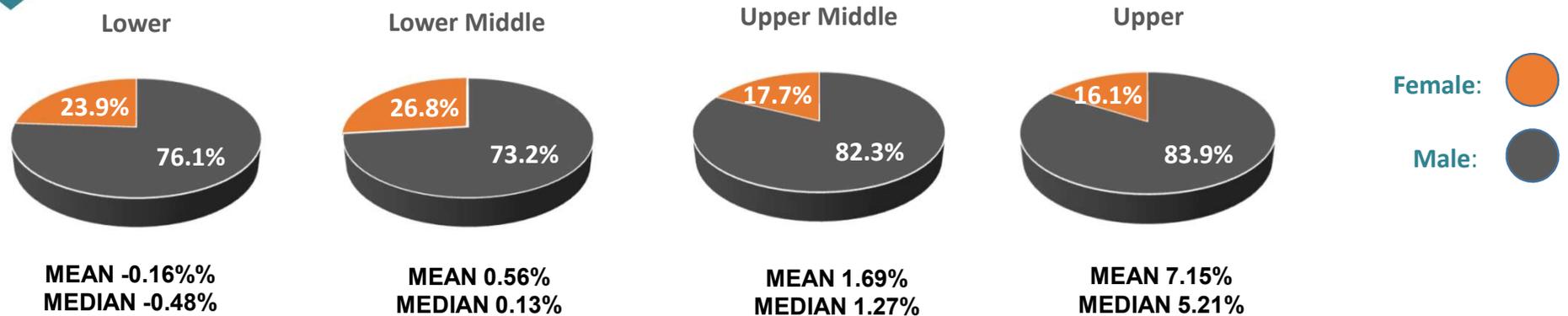


Proportion of Men and Women Paid a Bonus during the bonus pay period

The national mean gender pay gap is 17.1% and the national median gender pay gap is 17.9%. Our data is below both national averages. The calculation for ordinary pay is based on a snapshot period that includes 5 April 2018. The bonus pay calculation is based on the 12-month period 6 April 2017 to 5 April 2018 inclusive.

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Salary Quartiles



What do our results show?

The gender split across the business remains at 79% male and 21% female.

Whilst the majority of senior roles are held by men, an increase in the recruitment of females to higher levels is the likely factor causing a decrease in the pay gap.

The salary quartiles are fairly static, but there are now more women employed within the upper quartile. There is a reduction in the mean pay gap in the upper pay quartiles and the median pay gap shows a slight shift in favour of men in the lower and upper middle pay quartiles.

Although we have made active strides in recruiting the number of females at senior levels they were not eligible for a bonus. Data shows that the bonus gap is closing.

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We are committed to playing our part in trying to change that to achieve a better gender balance and increasing female talent in our workplace. We continue to use benchmark data and our own data to better understand what we can do to redress the balance.

Whilst we have made some gains in reducing the gap on last year's figures, we acknowledge there is still a journey ahead of us.

Below is an overview of our activity:

Recruitment

In 2018, 12% of our graduate intake and 8% of our apprentices were female; we continue to build on this in the knowledge that the average figure for female engineers in the workplace is 9%.

Our working environment

We provide flexible working policies for everyone, such as flexible working, flexi hours, part-time working and job-sharing, and encourage all colleagues to take advantage of these arrangements so they're not seen as female-only benefits. We also offer our female employees enhanced maternity pay and both our adoption pay and childcare voucher scheme are available as a benefit to families in general.

We have revised our Employee Value Proposition and its workshop-style learning is helping our 'Respect' agenda by enabling colleagues to recognise the importance of everyone's input in the MTC community.

And, our 'Tilly Shilling Initiative' continues to encourage diversity and inclusivity in Engineering, celebrating the value that not just women, but a diverse workforce can bring to the Engineering sector, through workshops, networking events, guest speaker events and school visits.

Career progression for women

Twenty one female colleagues have been promoted to senior positions ranging in seniority from Senior Engineer to Associate Director and one woman has been recruited into a senior role ranging from Senior Engineer to Associate Director.

We continue to review our Leadership Development Programme to continue to develop our colleagues working at higher levels, of which women now are an increasing number.

We have also introduced a coaching & mentoring framework and an online personal development platform to support colleagues to develop and grow their career at MTC, whatever their gender or circumstances.

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Women into Engineering

We are committed to sharing the message early on, to school-age children, that there is a place for women in Engineering and at the MTC and, our female engineers play a key part in helping us recruit other talented female engineers.

Within our community, some of our female apprentices have become STEM Ambassadors and are planning to visit schools to share their experiences of being an engineer at MTC, opening up the door for young females to engage with the Engineering sector. Female apprentices are also part of the Welcome Team at our Apprenticeship Open Evenings and females on our graduate programme represent the MTC at graduate fairs, helping to usher in the next generation of female talent.

In conjunction with our Tilly Shilling Initiative, female engineers from the MTC will be visiting local academies to talk to Year Nine pupils about opportunities for females in Engineering. And recently, we've been pleased to receive interest from female school pupils for Engineering work experience.

We believe that by involving our female engineers in our public-facing recruitment and awareness-raising activity, it sends a clear message to all our audiences that female engineers are a relevant and integral part of our Engineering community.

Victoria Sanderson
Human Resources Director



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