

ATB Group UK Ltd Gender Pay Gap Report

Introduction

The company conducted a Gender Pay Gap review in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The data for pay rate comparisons relates to a snapshot as at 5th April 2020. The data for bonus payments relates to bonuses received between May 2019 and April 2020.

The ATB Group UK Ltd has three sites in the UK, located in Norwich, Leeds and Birmingham. At the reporting date, the group employed 301 people, comprising 271 males and 30 females. All three sites are engaged in the design, manufacture and test of electric rotating machinery. The Birmingham site manufactures small motors and generators. The other two sites manufacture progressively larger equipment weighing up to 40 tonnes and can be considered manufacturers of heavy industrial equipment.

We believe this focus on manufacturing and in particular, heavy industry does not generally appeal to female applicants. Despite this, we are happy to say that we have female employees in manual shop floor roles, shop floor inspection, purchasing, planning, sales and finance.

Gender Pay Gap Data

Gross basic pay comparisons

A mean Gender Pay difference of 25.47% exists

A median Gender Pay difference of 11.87% exists

Total distribution of male and female employees by hourly pay quartile

Quartile	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Female	8	5%	3	6%	4	5%	3	13%
Male	54	95%	59	94%	58	95%	58	87%

Gross Bonus pay comparisons

A mean bonus difference of 0% exists

A median bonus difference of 0% exists

Percentage of females/males who received a bonus:

3% of males

1% of females

Comparisons to the previous year

Compared to the previous year, our Pay Gap has reduced: The mean Gender Pay difference has decreased from 26.8% to 15%; the median Gender Pay difference has decreased from 12.4% to 12%; the Mean Bonus difference has reduced from 73.6% to 0% and the median bonus difference has stayed the same at 0%.

Observations

At a glance the Gender Pay comparisons for the company may suggest that unfairness exists, however the figures can be explained by a combination of factors.

- Equal pay means paying a female the same for work that is the same or is of equal value. The Gender Pay Gap is the difference between the average earnings of male and female employees. Therefore, it is perfectly possible for a company delivering equal pay to have a Pay Gap. That is the situation at ATB Group UK Ltd.
- All Shop Floor positions are covered by a robust pay grading system that rewards skills and competencies. This ensures that we pay all shop floor employees within each part of the business the same rate for the job and associated skills/competencies regardless of their gender.
- All employees have the same opportunity to advance up the pay grade scale by learning additional skills.
- Engineering is historically a very male dominated industry. It is well documented that there is a significant shortage of females with skills in science, technology, engineering and mathematics (STEM). Only 9.96% of our total workforce is female. At the snap shot date, the previous year, the number of females was 10%. Although it has decreased the headcount for this year is higher than last and the difference in heads is only one employee.
- Historically female applicants apply for either admin/support roles in areas such as Finance, Purchasing and Reception or for unskilled shop floor roles. Consequently, this is where all our female employees sit in the organisation. The nature of our business means we have a limited number of unskilled positions.
- It is very difficult to attract females to our business and we receive few applicants for the majority of our vacancies. For many of our recruitment campaigns we receive no female applicants.
- For the reasons detailed above, there is a low representation of females holding management roles within the organisation. This is an issue across the engineering sector and the low number of females in senior roles in our business is typical of the majority of engineering organisations in the UK.
- All vacancies are advertised internally and open for both genders to apply for, as long as they have the required skills, competencies, knowledge and experience required.
- We have a limited number of shift workers in the business at present, but male employees fill all of these positions as our female population failed to apply for

the roles. Shift workers receive shift premium that is payment for the unsociable hours worked. Any females working shifts would receive exactly the same premium and subsequently their gross pay would increase.

- There is a contractual variable pay bonus scheme that is limited to the highest-level senior managers who make up 3.3% of the workforce. Payout of this is dependent upon the performance of the business and success against specific personal targets for the individual.

Action Plan

Recruitment

Unfortunately, engineering is and always has been male dominated. As explained in the previous section, fewer females than males study engineering related subjects or obtain relevant qualifications to enable them to fulfil technical or skilled roles. The company offers roles equally to male and female applicants but the roles available do not appear to appeal to female applicants and therefore the company can only employ according to response to advertised vacancies. Although the headcount has risen and the percentage of female workers has decreased we will continue to ensure equality in our recruitment process.

Training and Development

Continue to make development opportunities available to all employees irrespective of gender and where possible use the Apprenticeship Levy to help support such development. In addition, we will actively encourage our female workforce to develop their skill set.

We have developed a skills matrix for the shop floor personnel this also helps ensure that employees are on the correct pay grade and will also aim to encourage all employees to multi-skill as much as possible within their own departments.

Job Descriptions

Previously we had been in the process of reviewing all existing Job Descriptions and updating them to ensure they reflect current practice. This process has now been completed.

Declaration

I confirm that this published information is accurate for the dates referred to above.

Diana Perry
Group HR Manager
ATB Group UK Ltd