



2018 GENDER PAY GAP
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Prepared By	Zoe Richardson	Personnel Manager
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1.0 Overview

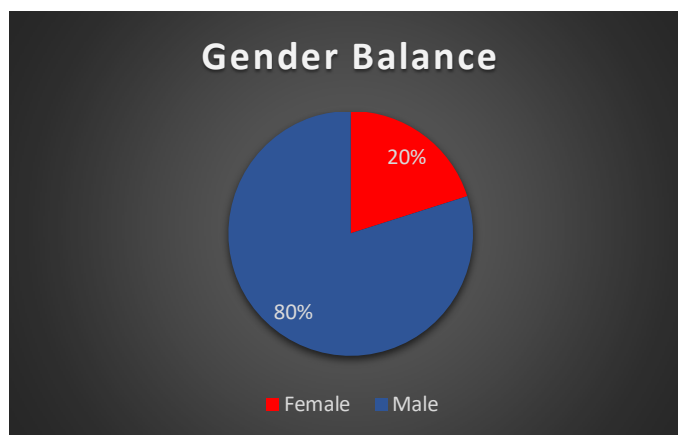
Protec Fire & Security continue to be the UK's largest independent fire detection and security manufacturer and are proud that after 50 years we remain one of the most competitive companies within the industry.

This is the second report required under the "Equality Act 2010" (Gender Pay Information) Regulations 2017. The regulations state that companies with more than 250 employees must publish information of their gender pay gap.

This report provides information of the companies' gender pay gap which is the difference in the average pay between men and women. It should not be confused with equal pay. All employees carrying out the same or similar roles are paid equally.

2.0 Reporting Requirements

The report provides findings on all employees employed at the snapshot date (5th April 2018) and who were paid their usual full pay in their pay period, any employee absent from work and not in receipt of their normal pay is excluded in line with the regulations. The number of full pay relevant employees at the snapshot date was 855 broken down as indicated below.



The company are required to report the following data.

- Mean (average) gross hourly rate of pay
- Median gross hourly rate of pay
- Proportion of male/female in hourly rate of pay quartiles
- Mean bonus pay
- Median bonus pay
- Proportion of male/female in receipt of bonuses in the 12 months before the snap shot date of the 5th April 2018.

3.0 Data Findings

3.1 Base Pay

	% Gap	% Difference from 05.04.17
Mean	32.22%	+0.14
Median	32.53%	-1.12

3.2 Quartiles

	Male	Female	% Difference from 05.04.17
Upper Quartile	93.93%	6.07 %	-0.22
Upper Middle Quartile	95.33%	4.67%	-0.23
Lower Middle Quartile	81.78%	18.22%	+0.09
Lower Quartile	47.66%	52.34%	+1.11

3.3 Bonus

	% Gap	% Difference from 05.04.17
Mean	72.13%	-6.14
Median	44.61%	+6.35

3.4 Male/Female % in receipt of bonus

		% Difference from 05.04.17
Male	19.35%	-0.86
Female	8.67%	-0.58

4.0 Analysis of Data

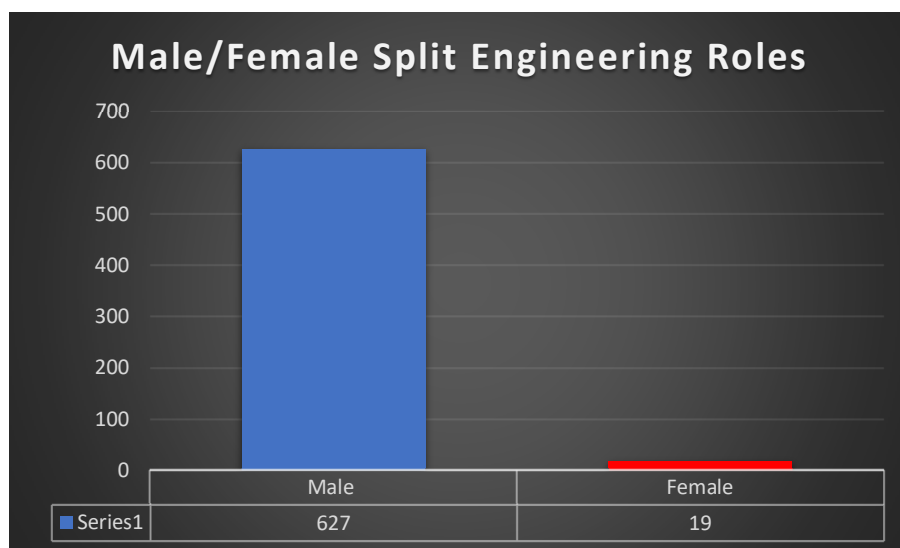
There has been no significant change in the data since the publication of our first report other than minor percentage changes both positively and negatively. However, the difficulties associated with data collated in this manner is that figures are easily affected by single values which can distort the percentage outcomes. This is particularly true in respect of the figures in table 3.3 where the mean percentage gap is significantly higher due to a number of higher value bonus payments. Further, the overall figures can be affected by the employee numbers with full pay at the "snapshot" date. So, whilst we may not be seeing immediate changes with the data this does not mean we are not trying to improve our gender pay gap and so it is important the data is reviewed in line with what we are doing to address this gap and not viewed in isolation.

5.0 Addressing the Gap

After the publication of our first Gender Pay Gap report we were aware that we had an expected gap in the payment of male and female staff within our company. Whilst this was to be expected as we operate largely in the engineering and construction sector which is a male dominated environment and could explain our gap, it is not enough to simply use this as an excuse going forwards.

Therefore, in order to understand further the pay gap it was important to establish the current numbers and percentage split of our work force who could be deemed to be in an engineering or construction position with the following, as our findings.

5.1 Male/Female Staff Employed in Engineering/Construction Positions

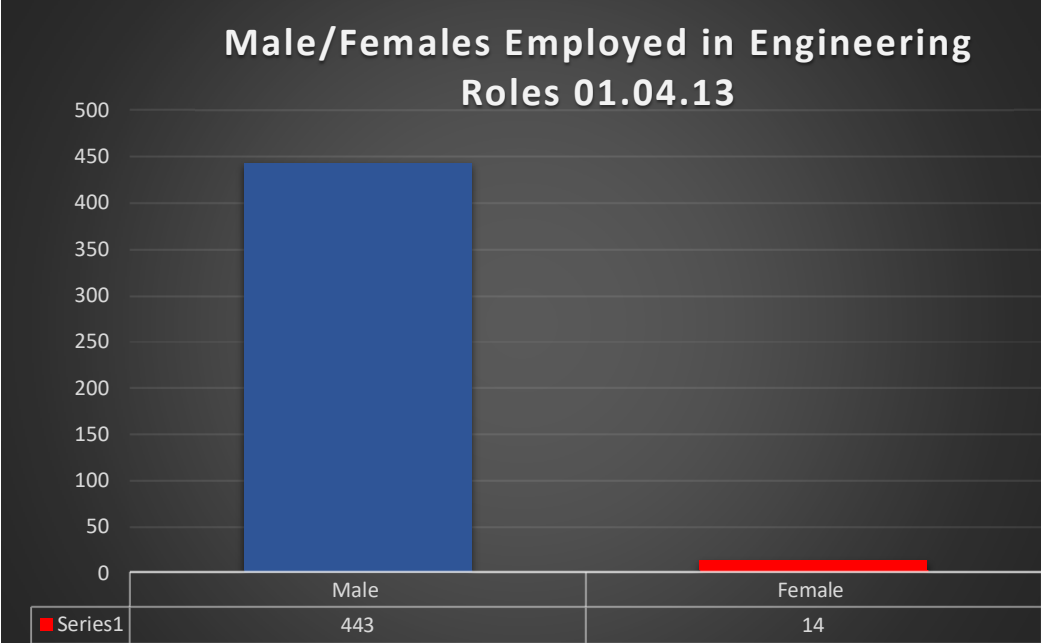


In reviewing the findings, it is apparent that we have a very low proportion of female staff employed in engineering and construction positions, particularly in Project Management. This demonstrates a clear barrier to making significant improvements in our gender pay gap and is the reason that our pay gap remains relatively unchanged in 2019.

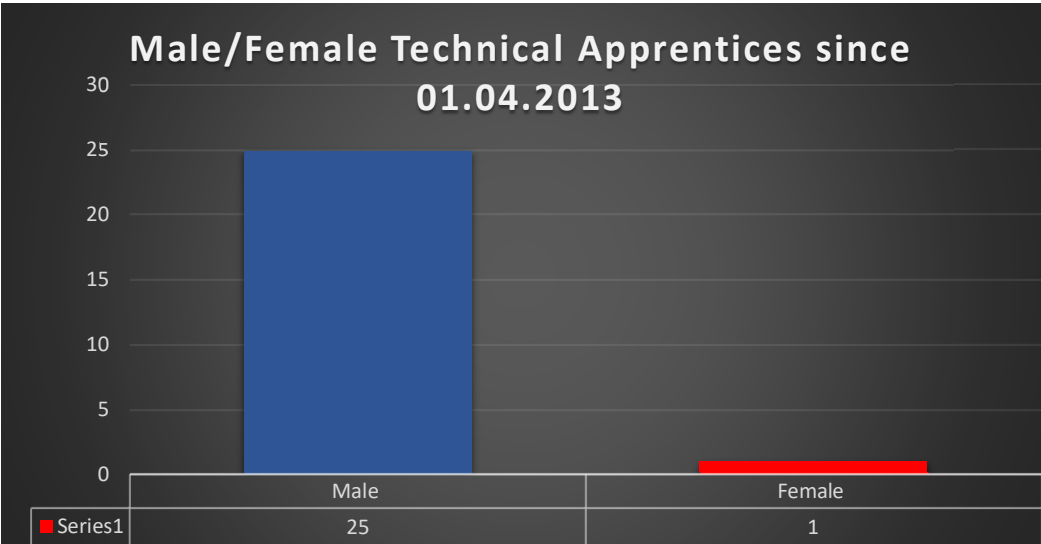
The wider concern within society is that whilst making up almost half of the UK workforce, women are less likely to fulfil roles such as those in the technical and engineering sector and so it follows that to address this pay gap, we need to focus on encouraging more women into these areas of our business.

In considering the above it was important to look at how we have recruited historically and how our staff progress into the higher paid roles. The rationale being that most of our employees are promoted from within.

5.2 Male/Female Staff Employed since 01.04.13



5.3 Male/Female Staff Apprentices since 01.04.13



As per previous findings these figures indicate we are experiencing low intake rates of female employees into technical apprenticeships and other relevant roles. The reasons for this are most likely varied and often rooted in societal impressions of careers within engineering and construction, which tend to be male dominated.

It is fair to suggest that we continue to suffer from social stereotypes that direct women away from careers in engineering and construction and this has been a major factor when considering what action we can take to address our gender pay gap.

6.0 Recommendations

As an organisation it is of direct benefit to us to ensure that we attract and retain the most talented staff that we can, regardless of gender. Considering that women make up around 47% of the workforce in the UK it is fair to say that our low female recruitment rate likely means that we are missing opportunities to bring in talented individuals who could benefit our company long term.

With this in mind, we have/intend to make the following changes to our recruitment processes and development of staff. It is important to highlight that we have no intention of stifling the opportunities afforded to our male employees or their remuneration, nor should it be forgotten that we have several female employees in senior positions within the group. However due to the factors as indicated earlier in the report, without changes to the number of females employed in technical or engineering roles it is unlikely we will be able to make a significant impact on our gender pay gap.

1. Take positive action as part of the recruitment process whereby we guarantee that any female applicant meeting the minimum requirements for the position are offered an interview. Furthermore, priority should be given to female applicants who, after interview, have demonstrated that they have at least the equivalent experience and qualifications of other candidates.
2. Consider the benefits and working practices associated with engineering and construction roles and if they can be better structured to appeal to a more diverse workforce, as well as how these are communicated during the recruitment process.
3. All senior staff involved directly in the recruitment and interview process for positions considered engineering and construction to undergo additional training to reduce any unconscious bias.
4. Work in partnership with the Education Business Partnership to secure more female students to fulfil work experience placements.
5. Increase our activities with local schools and colleges to promote engineering and construction careers to female students.
6. Commit to sourcing and employing at least 1 female engineering/technical apprentice per year.
7. Engage with external organisations such as the WISE Campaign who work with industry to secure increased participation, contribution and success of women in STEM careers.
8. Increasing use of Social Media to create a platform which can assist in effecting longer term change by reaching a younger audience and hopefully reaching a higher number of females.
9. Offer current female employees the opportunity to undertake 'work experience' within the business in a site-based engineering or construction role with a view to promoting the experience and encouraging self-development allowing possible career changes whilst remaining with us.

7.0 Conclusion

The company have already introduced some of the above recommendations including advertising specifically with WISE and wording our adverts to appeal to a larger audience and including positive action during recruitment. It is our intention to roll out others throughout 2019.

Whilst there has been no significant improvement in our pay gap this is not unexpected especially given the above findings. The company is realistic in that to address our gender pay gap not only will we have to spend considerable time investing over numerous years to attract more woman towards technical and engineering roles within the company, but that society will also have to do more to encourage females towards these stereotypically male roles.