



**2020**  
**GENDER PAY GAP REPORT**  
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## 1.0 Overview

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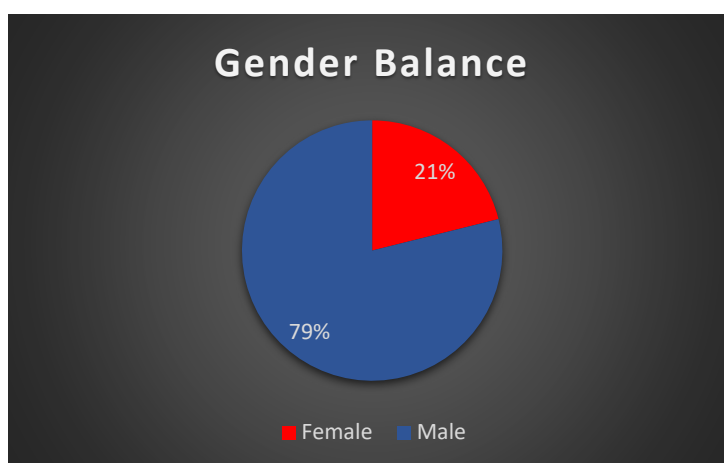
Protec Fire & Security continue to be the UK's largest independent fire detection and security manufacturer and are proud that after 50 years we remain one of the most competitive companies within the industry.

This is the third 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.

The gender pay gap is a report that is designed to measure and show the difference between the gross hourly earnings for men and woman in an organisation. This is different to equal pay, which compares pay for men and woman doing the same work and should not be confused.

## 2.0 Reporting Requirements

The report provides findings on all employees employed at the snapshot date (5<sup>th</sup> April 2020) and who were paid their usual full pay in their pay period, any employee absent from work for example due to maternity or sick leave and not in receipt of their normal pay is excluded in line with the regulations. As staff were in receipt of full pay during furlough leave there was no requirement to exclude these employees. The number of full pay relevant employees at the snapshot date was 843 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 snapshot date of the 5<sup>th</sup> April 2020.

### What's included in hourly pay

- Basic Pay
- Car Allowance
- On Call

Overtime is excluded along with any employee on sick or maternity pay.

### What is the mean ?

The mean is calculated by adding up all the numbers (Hourly Rates) and dividing the number by the number of values on the list (FTE Employees). We calculate the mean for both male and female employees and report the percentage difference.

### What is the median ?

The median involves listing all the numbers (Hourly Rates) in numerical order, the median is the middle number. We calculate the median for both male and female employees and report the percentage difference.

The calculations are shown as a percentage and published on both our company website [www.protec.co.uk](http://www.protec.co.uk) and [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap)

## 3.0 Data Findings

### 3.1 Base Pay

	% Gap	2018
Mean	30.39%	32.22%
Median	33.17%	32.53%

### 3.2 Quartiles

	Male	Female	Male 2018	Female 2018
Upper Quartile	93.33%	6.67%	93.93%	6.07%
Upper Middle Quartile	95.71%	4.28%	95.33%	4.67%
Lower Middle Quartile	77.62%	22.38%	81.78%	18.22%
Lower Quartile	49.52%	50.48%	47.66%	52.34%

### 3.3 Bonus

	% Gap Between	2018
Mean	77.33%	72.13%
Median	74.29%	44.61%

### 3.4 Male/Female % in receipt of bonus

	2020	2018
Male	20%	19.35%
Female	14.60%	8.67%

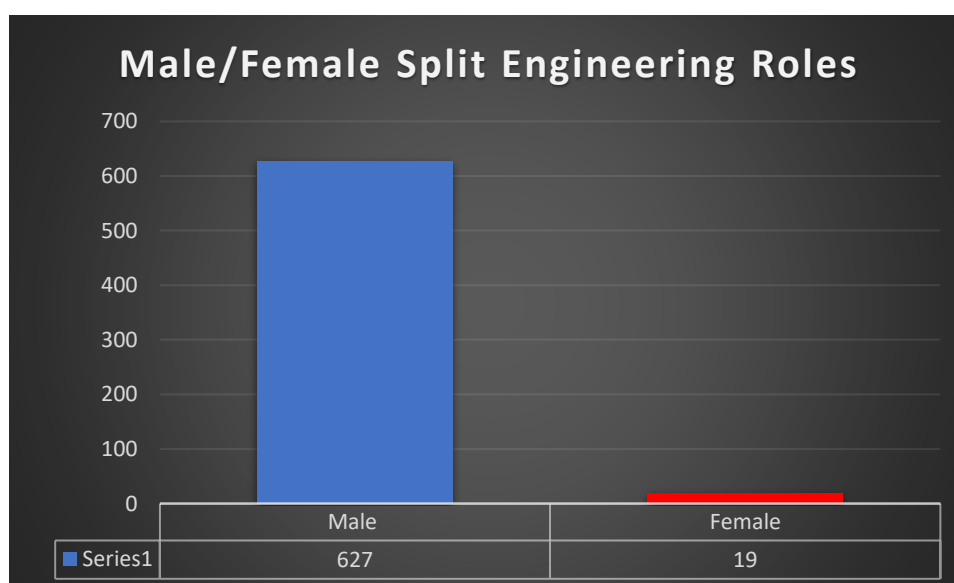
## 4.0 What do these figures mean

We need to remember that the gender pay gap is not about equal pay, of course we pay staff equally for their work but given that 80% of the workforce is male it is inevitable that we will have a gender pay gap. It is pleasing to note however that the gap has reduced from 32.22% to 30.39% a reduction of 1.83% and the number of women in receipt of a bonus has increased significantly from 8.67% to 14.60%, an increase of 5.93%. Despite these positive changes we have noted an increase in the gap between female and male bonus pay which whilst disappointing can be explained by disproportionate figures at either end of the scale which is the difficulty associated with data collated in this manner.

Since the legislation was introduced, it is difficult to see significant changes in these percentages but due to nature of the business and that despite continued efforts to improve this gap we cannot avoid the fact that we are still a male dominated industry whereby males are more likely to be in higher paid technical positions. 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

From our previous research we knew that we had a very low percentage of female staff employed within the engineering and construction element of the business and in 2019 our male/female split was as indicated below.



Whilst we still have a long way to go, we are committed to reducing our gender pay gap further and are pleased to report that since our previous report we have recruited a further ten female employees into positions generally dominated by males, this includes recruiting three female service engineers, two project managers, a business development manager, two trainee design engineers and one IT support officer. In addition, we now have the first female director on the board of directors.

As we know, this shouldn't seem like an achievement, our positions have always been open to any gender, but by creating a more inclusive culture we can continue to improve our recruitment, promotion, and retention of female staff in an environment where they can thrive. We feel that in 2019/2020 we have had the opportunity to welcome more women into these roles by following the recommendations set out in our previous reports at how we recruit and attract talent to the business.

We understand that unfortunately women are still less likely to take up technical engineering roles but we hope that moving forwards and without the interruption of Covid-19 we can continue to improve on the current situation. As we have indicated previously within our recommendations' we understand that the route to reducing our gap is to recruit more women into these higher paid technical roles.

## 6.0 Further Recommendations

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Due to Covid-19 we have not been able to implement all of the recommendations made previously and therefore with this in mind we intend to keep all our previous recommendations and continue to actively work on these objectives.

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.

We reiterate that we have no intention of stifling the opportunities afforded to our male employees or their remuneration as we value all our employees contribution to the business, further it should not be forgotten that we have several female employees in senior positions within the group.

## 7.0 Conclusion

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We are disappointed but not surprised that there has been no significant improvement in our pay gap. We know that to address our gender pay gap we have much more to do to attract more women towards technical and engineering roles within the company and despite the slow progress we continue to be committed towards our goal.