

Gender Pay Review 2020 (2020 data)

Key Differences

- The gap between male and female mean and median hourly pay has dropped between 2018-2020
- We have recruited more females into the 4th quartile groups
- H+S Aviation did not pay a bonus for the financial year 2020 due to financial performance linked to the Covid 19 pandemic

Commentary

The 2020 Engineering UK report continued to identify the disparity between male and females employed within the Engineering Sector with only 12% of Engineering roles held by women¹. Too few women are entering the Engineering sector and are underrepresented within Engineering workforces at every level. This is reflected in our organisation, with the majority of males holding senior roles. However, we continue to commit to our initiatives around encouraging women into our sector and organisation. Our turnover rate remains low; therefore, it has continued to be challenging to fulfil roles at all levels due to a tight labour market within Engineering. We are able to report an 4.74% headcount increase in 2020 compared to 2019, of which we saw an increase of our Apprenticeship scheme adding 5 talented Apprentices, 3 of which are women.

We have made seen some positive movement, with the mean and median hourly pay gap reducing from 2019 (reduction of 0.8% and 2.2% respectively). We focus on gender neutral recruiting at all levels, targeting on the best talent within our sector as a priority, however, the data does reveal that our 4th quartile group saw the largest increase in female representation due to additional female apprentices joining the workforce. There were also roles vacated by males in the 4th quartile, which were replaced by females.

We did not award a bonus in 2020 due to the Covid pandemic. We can therefore not evaluate the impact of this metric compared with previous years.

¹ <https://www.engineeringuk.com/media/232298/engineering-uk-report-2020.pdf>

What we are doing:

We continued to partner with a STEM Engagement Partner and have initiated and participated in enrichment activities in local schools throughout 2019, with a focus on encouraging women into STEM careers. Taking these initiatives into schools targeting 12-14year olds, we aim to highlight the variety of careers in our sector and break down the gender norms. We did have to pause these initiatives in 2020 due to Covid 19.

The research shows that ‘..one in 5 (Higher Education Students) (21%) of all engineering and technology entrants were women in 2018 to 2019, whereas they accounted for more than half (57%) of the student population overall’.² Similarly, the knock on trend in England means that women are severely underrepresented in the UK Apprenticeship landscape; between 2018/2019, women made up 7.9% of Engineering apprentices in this field³.

Our mentoring scheme remains productive, and we have continued to drive this initiative forward. We have advanced this so Senior Female representatives mentor females in the lower quartile groups.

The review of the Family Friendly policies in 2018 has resulted in an increase in flexible working across departments by male and females in our organisation. We remain committed to offering hybrid and flexible working opportunities to support all team members, to find a balance between home and working commitments.

For 2019, we have reviewed and adapted our internal qualification requirements for some Engineering roles to redress the skills shortage we face in recruitment. As such, we hope that this will encourage women who started/completed a qualification pathway in the past to consider/reconsider a career in Engineering because we will support through training candidate’s development into highly skilled roles. This will widen the talent pool we can attract candidates from.

Signed: Natalie Sanders-Corridan



Role: Senior HR Business Partner

² <https://www.engineeringuk.com/media/232298/engineering-uk-report-2020.pdf> .p.5.

³ <https://www.engineeringuk.com/media/232298/engineering-uk-report-2020.pdf> .p.63.