

Gender pay gap report 2018/19



Introduction

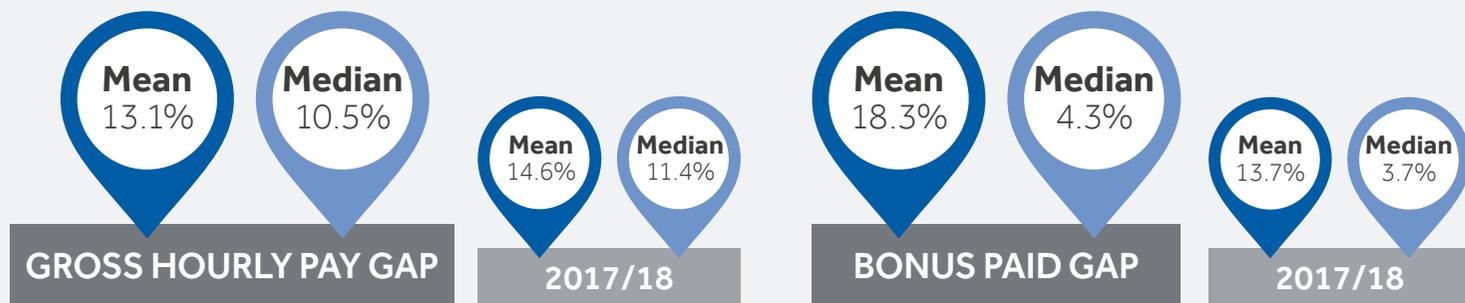
At H+S Aviation, our mission is to help ensure safe flights for our customers and their passengers everywhere. We do this by providing repair and overhaul services for small gas turbine and turbofan engines used in aviation. We are committed to delivering the highest levels of quality and personalised service to our customers around the globe.

To be the best in class, our organisational structure must be reflective of the society in which we operate. This requires a fully inclusive approach to recruiting, rewarding and retaining our employees which enables every individual to perform to their full potential.

Key differences vs 2017/18 report

- > The gap between male and female mean and median hourly pay has fallen between 2017/18 and 2018/19
- > We have recruited more females into the 2nd and 3rd quartile pay groups
- > A higher proportion of woman received a bonus in 2018/19 vs 2017/18
- > However there has been an increase in the gap between mean and median bonus paid to females from 2017/18

Our gender pay and bonus gap

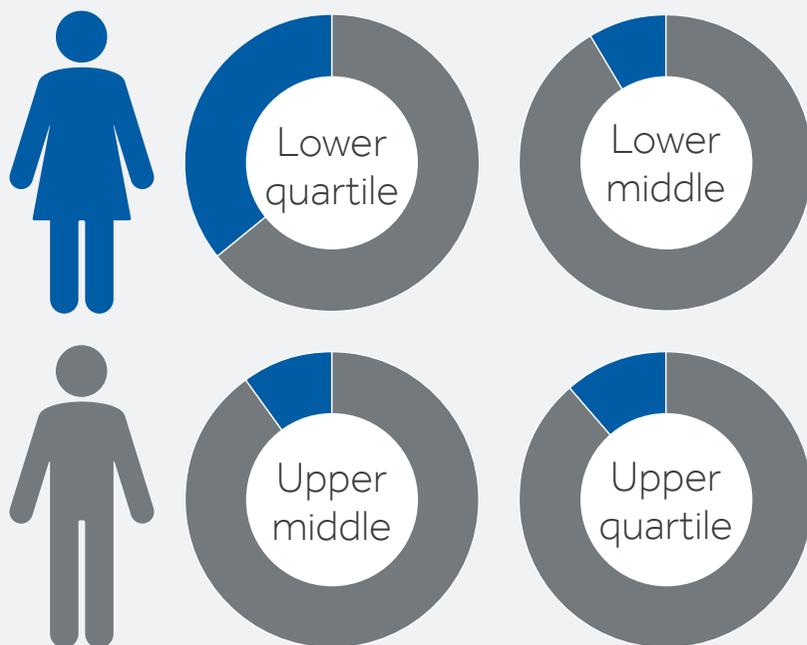


PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

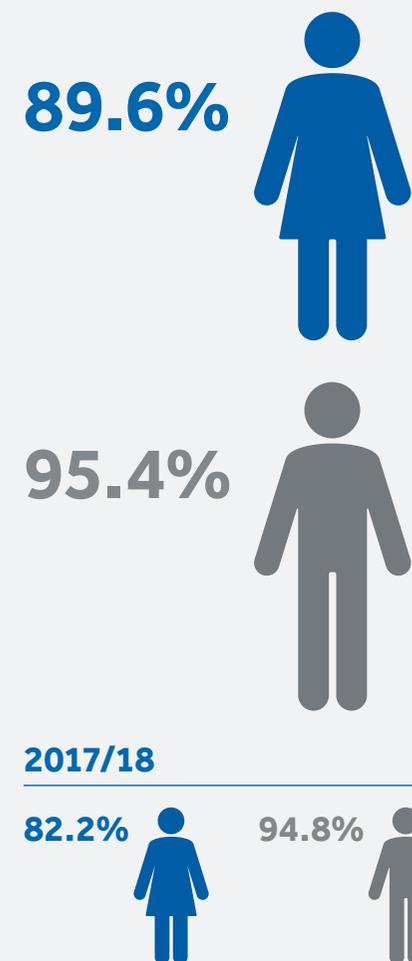
Pay Quartiles	Total	Female	Male
Lower quartile	70	25	45
Lower middle	70	6	64
Upper middle	70	7	63
Upper quartile	71	8	63

2017/18

Pay Quartiles	Total	Female	Male
Lower quartile	68	25	43
Lower middle	68	5	63
Upper middle	68	6	62
Upper quartile	69	8	61



PROPORTION OF FEMALES AND MALES RECEIVING A BONUS



Our gender pay gap explained

The 2018 Engineering UK report continued to identify the disparity between males and females employed within the engineering sector, with only 9.7% 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 have seen some positive movement, with both the mean and median hourly pay gap reducing from 2017/18 and, whilst minor, we have increased female recruitment within the 2nd and 3rd quartile pay groups, reflecting our continued focus on fair gender representation.

It is noted that the bonus gap has increased between male and females since 2017/18. This is due to the increase in overall workforce size, which has seen more males than females joining the workforce. As a result, a larger proportion of males were eligible for, and did in fact receive, a bonus. Encouragingly, however, it is noted that a higher proportion of women were paid a bonus in 2018/19 and both the mean and median bonus amounts paid to females have increased markedly since 2017/18. We will continue to keep bonus awards under review to ensure a fair distribution between males and females.

¹ www.engineeringuk.com/media/156186/key-facts-figures-2019.pdf

What we are doing to close the gap



Since our last report we have made significant progress on several initiatives which are designed to help achieve pay parity.

Whilst we are pleased with all of these initiatives, we are going further and continue to be committed to actions that will accelerate the pace of change in the business.

This includes reviewing and adopting 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 offer to support through training a candidate's development into highly skilled roles. This will widen the talent pool from which we can attract candidates.

What we are doing:

- We have partnered with a STEM engagement partner and have initiated and participated in enrichment activities in local schools during 2018/19, with a focus on encouraging women into STEM careers. Taking these initiatives into schools, targeting 12-14 year olds, we aim to highlight the variety of careers in our sector and break down gender norms.
- The research shows that, of engineering related apprenticeships in the UK, women remain underrepresented, with just 8% of females starting this pathway². Whilst this is the UK picture, we are proud to have recruited apprentices with real focus and increased female representation in this group by partnering with local colleges and schools who have helped attract talented future engineers.
- We have updated our talent attraction strategy via overhauling our website to increase female representation, partnering with recruitment agencies that demonstrate equal handedness within recruitment and providing internal opportunities for female representation at trade shows and STEM activities.
- Our mentoring scheme remains productive and we have continued to drive this initiative forward. We have advanced this so that senior female representatives mentor females in the lower quartile groups.
- A review of our Family Friendly policies in 2018 has resulted in an increase in flexible working across departments by males and females in our organisation.

I confirm the data in this report to be accurate.

Signed: 

Position: **President, Global Engine Services**

Name: **Hugh McElroy**

Date: **20 March 2020**

² www.engineeringuk.com/media/156186/key-facts-figures-2019.pdf