



# Gender Pay Gap Report

April 2018



## Hourly Rate & Bonus Pay

The stats shown are the Groups overall mean and median gender pay gap, along with the mean and median difference in bonuses paid to men and women.

The stats are based on the 12 month period previous to the point of analysis on 5th April, 2018.



	MEAN BASIS	MEDIAN BASIS
Women's Hourly Rate is lower;	23%	50%
Women's bonus pay is lower;	25%	-
Women's bonus is higher on a median basis;	-	603%

Who received a bonus;  
90% of men  
85% of women

Mean figure = the difference between the average of men's and women's pay

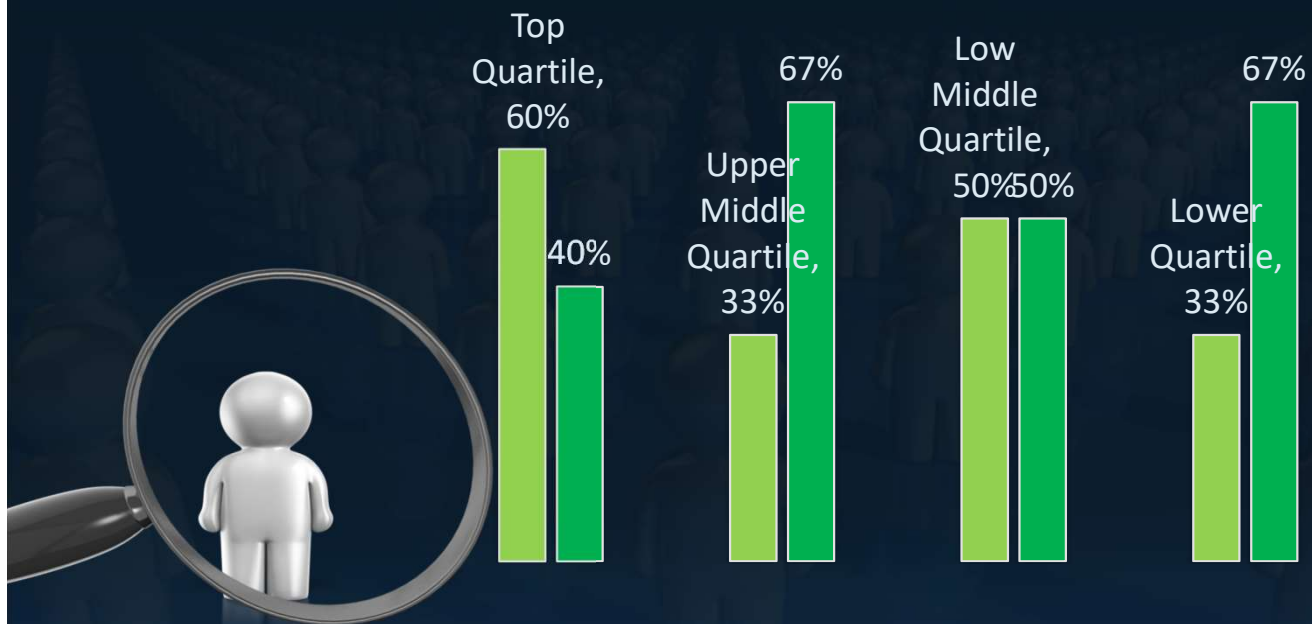
Median figure = the difference between the midpoints in the ranges of men's and women's pay

## Pay Quartiles

Proportions in each quartile are;

■ Men

■ Women



## Wolviston Group Pay Gap explained ....



The Wolviston Group pay gap between the Low Middle and Upper Middle Quartile has improved significantly due to an increase in staff numbers for succession planning (future retirement) with Women applying for and being successful in being appointed to these roles.

As a company we take every opportunity to actively promote women in engineering within Schools, Colleges, Universities and cluster groups with the hope of having a positive impact on the numbers of women in engineering.

The Lower Quartile is still dominated by Women and the Top Quartile by Men. This is being addressed for the future and should naturally change over the next 24 – 36 months due to planned retirement and succession planning.