

# Gender Pay Gap Report 2018

Johnston Sweepers promotes equality and diversity across all areas. We aim to be a fair, unbiased and professional organisation, committed to promoting equality and diversity. We are proud of our staff, respect their views and invest in helping them meet their potential.

**We are one organisation, no matter where we are based or what job we do.**

The Company is committed to a positive policy to promote equal opportunities in all aspects of employment including equal pay, terms and conditions of employment, promotion/career opportunities, and training.

As an employer with more than 250 employees and in line with UK legislation we are sharing our gender pay gap data.

The gender pay gap is not the same as equal pay. The gender pay gap shows the difference in the average pay between all men and women in a workforce.

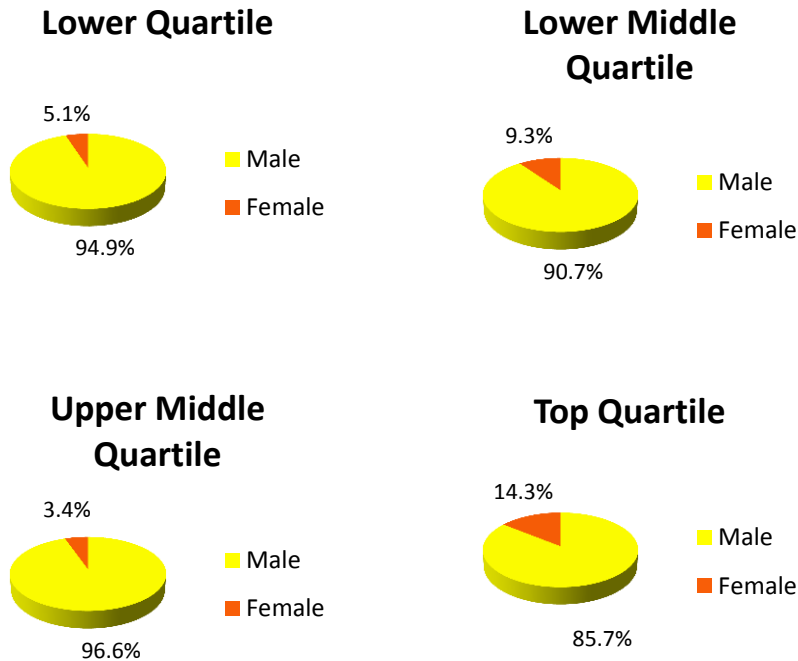
This report is based on data as at 5<sup>th</sup> April 2018 for a total of 519 employees.

## Our Gender Pay and Bonus Gap:

	Mean	Median
Pay	-10.1%	-5.1%
Bonus	-30.2%	-13.4%

A mean pay gap of -10.01% indicates that female employees on average are paid 10.1% higher than male employees. This does not imply that employees of one gender are paid differently for doing the same job of work. This result is due to the mix of jobs held by both males and females.

The proportion of males/females in each quartile pay band is as follows:



### Headline results:

- The mean gender pay gap for Johnston Sweepers is -10.1% or in monetary terms, minus £1.47.
- The median gender pay gap for Johnston Sweepers is -5.1% or in monetary terms minus £0.64.

A gender pay gap is frequently the result of structural issues - about where men and women are most often found within an organisation, and the sorts of salaries those roles attract. As you can see, whilst the overall result suggests that we pay our female employees on average 10.1% more than our male employees, the actual monetary difference is relatively small.

Manufacturing and Engineering remains a male dominated environment and for Johnston Sweepers in 2018 only 8.7% (8.5% in 2017) of our roles are held by women. In 2018 the distribution has shifted slightly and a larger proportion of our female employees sit above the upper quartile which has contributed to the increase in the current pay gap to minus 10.1%

## How do we compare?

Group	Mean gender pay gap (%)	Mean gender pay gap (£)
<b>Johnston Sweepers</b>	<b>-10.1</b>	<b>-1.47</b>
*Sector: Manufacturing and production	16.5	2.92
*Industry: Engineering and metals	14.5	2.05
National Statistics (Annual Survey of Hours and Earnings 2017)	All employees: 17.4; Manufacturing: 16.5	All employees: 3.06; Manufacturing: 2.73

\*relevant benchmark data supplied by XpertHR

Group	Median gender pay gap (%)	Median gender pay gap (£)
<b>Johnston Sweepers</b>	<b>-5.1</b>	<b>-0.64</b>
*Sector: Manufacturing and production	16.5	2.62
*Industry: Engineering and metals	20.2	2.85
National Statistics (Annual Survey of Hours and Earnings 2017)	All employees: 18.4; Manufacturing: 20.8	All employees: 2.52; Manufacturing: 2.91

\*relevant benchmark data supplied by XpertHR

## Bonus:



The proportion of **female** employees in Johnston Sweepers receiving a bonus is **84.1%**

The proportion of **male** employees in Johnston Sweepers receiving a bonus is **92.5%**



## How do we compare?

### Our Mean Bonus Gap:

Group	Mean gender bonus gap (%)	Mean gender bonus gap (£)
<b>Johnston Sweepers</b>	<b>-30.5</b>	<b>-565.26</b>
*Sector: Manufacturing and production	30.0	697.59

*Industry: Engineering and metals	10.3	159.59
National Statistics (Annual Survey of Hours and Earnings 2017)	All employees: 71.0; Manufacturing: 42.3	All employees: 1652.00; Manufacturing: 736.00

\*relevant benchmark data supplied by XpertHR

### Our Median Bonus Gap:

Group	Median gender bonus gap (%)	Median gender bonus gap (£)
<b>Johnston Sweepers</b>	<b>-13.4</b>	<b>-152.50</b>
Sector: Manufacturing and production	7.6	70.00
*Industry: Engineering and metals	-2.7	-29.00
National Statistics (Annual Survey of Hours and Earnings 2017)	All employees: 44.1; Manufacturing: 25.7	All employees: 682.00; Manufacturing: 330.00

\*relevant benchmark data supplied by XpertHR

Johnston Sweepers has always welcomed applications for all roles from men and women however these applications remain predominantly male and as such we must continue to encourage and champion diversity and gender equality in the work place.

This year we have become a member of WISE – a network of companies and organisations that are looking to increase the number of women in STEM (Science, Technology, Engineering, & Maths). In addition we are getting more involved with the local colleges and schools through site visits, careers fairs and employer presentations to engage with all students to inspire as the next generation of engineers.

Signed:

Date: 14<sup>th</sup> March 2019

Mr P Rhodes, Managing Director Sweepers

