



FIRCROFT



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Gender Pay Gap Report
April 2018





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Fircroft is pleased to publish this report supporting the second round of Gender Pay Gap reporting and we are delighted to have shown an improvement in our overall result. Going forward this report will form the catalyst to a growing emphasis in diversity at Fircroft underpinned by the knowledge that diverse environments are proven to be high performing environments.

For Fircroft there is complexity in our workforce between permanent employees: - approx. 1000 and the PAYE Contractor populations which support our clients, for the purposes of this report we will show these groups separately but then add into the overall total.

As always it is important to understand the difference between Gender Pay – the difference in averages across a total organisation regardless of seniority and specialism and Equal Pay which is the difference in pay for like work.

As this is the second round of reporting, we would like to show comparisons with last year's data so that we can demonstrate improvements and also areas where we require increased emphasis.

As a global recruiter of engineering talent, Fircroft remain committed to the benefits that a diverse workforce can bring to our employees, our clients and the business as a whole.

In April 2018 we can see a reduction in the gap for pay in the overall result and particularly in our permanent employee result, both in terms of the difference in the Mean (average) hourly pay and Median (middle) hourly pay. This improvement is supported by improvement in our demographics, where a growing proportion of women make up the upper middle quartile of the pay list.

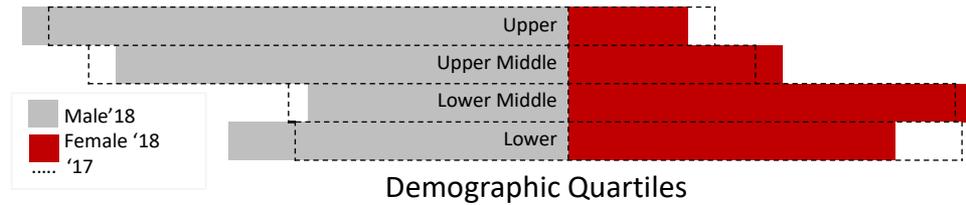
For our PAYE contractors we can see that the Median has improved however the Mean (1) has a bigger gap, this is likely due to a few outlier contractors skewing the average.

For Bonus we can see as for last year there was no gap for the overall median result and for contractors due to the volume of numbers of same value bonus'. In the Mean result there was a greater gap in all groups, due again to some bonus outliers skewing the result more significantly than last year.

For Employees however there was a significant increase in median bonus gap (2) due to more bonus payments being included in the 2018 reporting that were not paid in the 2017 period.

It is encouraging to see the %s of women receiving bonus has doubled in all groups however this is also seen in male populations neutralizing the impact on the gap calculations.

Pay	2017		2018	
	Mean	Median	Mean	Median
All	33.57	28.17	33.3	26.36
Employees	49.28	43.71	35.61	27.65
Contractors	27.16	25.98	34.5 ¹	24.92



Bonus	2017		2018	
	Mean	Median	Mean	Median
All	33.28	0	35.69	0
Employees	34.33	22.84	47.6	83.1 ²
Contractors	4.65	0	25.53	0

Bonus Spread	2017		2018	
	% Male	% Female	% Male	% Female
All	17.15	19.39	37.42	43.13
Employees	29.36	17.53	42.98	34.75
Contractors	13.64	20.77	35.51	49.72



Diversity Strategy

Although Fircroft are behind the national average, it is important to recognize that we are ahead of the recruitment industry more generally and our employee result at 26.36% compares well to our industry competitors. Our contractor result at 24.92% is not so strong in comparison to the engineering sector and this needs to be closely reviewed.

Looking to the future, diversity will be integral to our People Strategy. We firmly believe that diversity, not just in terms of gender but also ethnicity, religion, sexual orientation, social mobility and different ability, is fundamental to becoming an Employer of Choice. As part of this the Reward Strategy will ensure like pay for like work through our best in class job evaluation process allied to a pay and bonus benchmarking policy which will underpin full pay governance going forward. Diversity and inclusion will be a metric in all processes across recruitment, performance management and development ensuring equality of opportunity for all. Diversity Working Groups are proven to support better balance within organisations, developing our understanding of the challenges of the changing global, business and home environments.

Fircroft recognise the value of a diverse workforce, harnessing the additional capabilities, perspective and creativity that this brings to our organisation is key to our success going forward.

Leonie Williams
HR Board Member

Fircroft Engineering Services Limited