

Our Gender Pay Gap Data



Introduction

In accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017, UK organisations employing 250 or more employees must publish gender pay gap statistics at the snapshot date. Gender pay relates to the average earnings within a business across all jobs, levels and salaries.

Gender pay gap reporting is not about equal pay for men and women doing the same jobs, this has been a legal requirement for many years. We are confident that within HydraForce, men and women are paid equally for doing the same job.

When reporting, companies have to provide data in six different ways:

1. The mean gender pay gap
2. The median gender pay gap
3. The mean gender bonus gap
4. The median gender bonus gap
5. The proportion of men and women who received bonuses
6. The number of men and women according to quartile pay bands

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees)

Our Gender Pay Gap Data

We collected our data on 5th April 2018. Although our workforce increased considerably in the intervening period since we first published our gender pay gap data, although the proportion of male to female changed very little, with the percentage of women increasing by 1% to 36% women (221) while our male population reduced to 64% men (394).

When taking the entire UK workforce into account, there is a reduction in our gender pay gap when compared to 2017

All UK Employees	2017 Women's earnings are:	2018 Women's earnings are:	Pay Gap reduction
Mean gender pay gap in hourly pay	20.49% lower	16.04% lower	4.45%
Median gender pay gap in hourly pay	13.5% lower	3.00% lower	10.5%

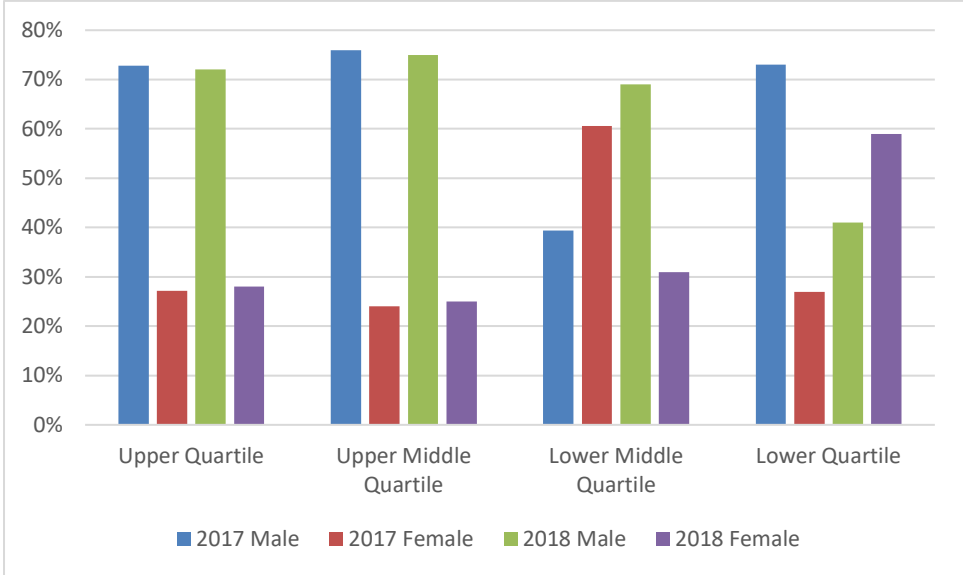
HydraForce is a global business, with its head office in the USA. Various roles within the corporation have global responsibilities in their field of expertise and are appointed by the US parent company. A small number of UK employees hold such positions which typically, report into the Office of the President. As such, the remuneration of these individuals is commensurate both with those global responsibilities and the pay structure adopted by our US parent company.

Excluding Global positions	2017 Women's earnings are:	2018 Women's earnings are:	Pay Gap reduction
Mean gender pay gap in hourly pay	16.22% lower	12.67% lower	3.55%
Median gender pay gap in hourly pay	13.46% lower	3.94% lower	9.52%

When calculating our Gender Pay gap, excluding the global positions, a more accurate reflection of the UK workforce emerges.

When reviewing both sets of the data, the gender pay gap between the hourly rate being paid to males and females in the business has reduced since we first reported.

Proportion of men and women in each pay quartile (%)



When comparing the data between 2017 and 2018, the gap between earnings of males and female in the upper quartile has slightly reduced. There are 34% less women in the lower middle quartile than in the previous period.

Bonus payments

In 2018, the company paid bonuses to all UK employees, regardless of gender. The differential for both categories (all UK employees and excluding those with global responsibilities) are as follows:

All UK Employees	2018 Women's bonuses are:	Excluding positions with global responsibility	2018 Women's bonuses are:
Mean gender bonus pay gap	21% lower	Mean gender bonus pay gap	4.25% lower
Median gender bonus pay gap	0%	Median gender bonus pay gap	0%

As the business did not award any bonuses in the previous reporting period, there is no comparative data.

Summary

Whilst the average hourly pay of males within HydraForce is higher than that of females, the company has reduced its gender pay gap since 2017, with the mean gender pay gap at the snapshot date being 20.49% and the median 13.5%; a reduction of almost 5% and over 10% respectively.

Whilst a higher percentage of men continue to hold more senior positions in the company, both at executive level and also in other areas of the business, more females were promoted in 2018, when compared with 2017, including the appointment of the first female into a role holding global responsibilities.

	2017		2018	
	Number	%age	Number	%age
Females		15		34
Male		85		66

Like many other engineering companies, our industry sector predominantly attracts a much higher number of males than females. The IET 2017 Skills Survey estimates that 11% of the UK engineering and technical workforce overall is female, dropping to 8.8% within manufacturing.

Addressing the balance

The percentage of females employed by HydraForce at April 2018 increased by 1% over 2017.

The company continues to offer flexible working to all employees, including job sharing, to facilitate more flexible working opportunities. In 2018, of those employees who work flexibly, 65% are female (a slight increase on the 2017) and 35% are male.

HydraForce continued to offer a Childcare Voucher Scheme to new employees, operating under salary sacrifice to maximise contributions.

At HydraForce we are committed to attracting an inclusive and diverse workforce. The business experienced significant demand in 2017 and 2018, which led to unprecedented levels of recruitment. We introduced the concept of offering job share/flexible working as part of our decision-making pre-recruitment to open up opportunities to candidates. The company used structured interviews for recruitment and promotions to reduce the potential impact of unconscious bias. continued to encourage applications from candidates, both internal and external, basing decisions to recruit on a combination of skills and experience.

HydraForce is a member of the Employer Advisory Board of the GBS Institute of Technology, which is working with Further Education providers towards the creation of high quality, employer-led institutions specialising in providing higher level technical skills in the region. We also continue to work with local universities and schools where possible to raise awareness of our sector, hosting work experience to younger students and better help people who are starting their careers to understand the opportunities that a career in engineering can provide.

I confirm that the information contained in this statement is accurate.

A handwritten signature in black ink, appearing to read 'CTolley', with a long horizontal flourish extending to the right.

Christine Tolley
Head of Human Resources

March 2019