

Under Section 78 of the Equality Act 2010 UK companies that employ more than 250 people are now required to report the gender pay gap within their workforce. The intention behind gender pay gap reporting is to increase transparency of the differences in earnings between men and women with the aim of closing the gap. Andrews Sykes Group plc has a number of subsidiaries of which only one – Andrews Sykes Hire Ltd - employs more than 250 people in the UK. Below we set out and explain the Andrews Sykes Hire Ltd gender pay gap.

## **WHAT IS A GENDER PAY GAP?**

Gender pay gap data gives a high-level indicator of women's and men's relative earning power by showing the difference between women's and men's average hourly earnings. In 2017, the UK's gender pay gap for all employees (part-time and full-time combined) was 18.4% (Office of National Statistics) meaning that on average women earned around 18.4% less than men. The figure does not explain the underlying causes of gender pay inequality. The gender pay gap is different to equal pay and the two should not be confused.

## **WHY IS THERE A GENDER PAY GAP IN ANDREWS SYKES HIRE LTD?**

The two main reasons for the gap is that there are many more men employed in Andrews Sykes Hire Ltd than women and the majority of senior roles are filled by men. This is a common issue across the construction, rental and infrastructure industries, and many other sectors.

## **WHAT ARE WE DOING TO CLOSE THE GENDER GAP?**

Our company is growing and we need more talented people to meet demand. We have to make Andrews Sykes Hire Ltd a place where more women will want to work, confident that they will be supported in developing their careers. There is no one solution to resolve this issue so we are addressing it in a number of ways and by the end of 2022 we are aiming to have 20% of managerial roles filled by female employees.

HR teams in Andrews Sykes Hire Ltd are reviewing how we go about attracting talent to the business, how we induct people, and how we train and support them throughout their time with the company. We want all those processes to be fair and equitable, which also means that they work for women as well as men.

## **WHAT IS THE GENDER PAY GAP IN ANDREWS SYKES HIRE LTD?**

There are six gender pay gap calculations:

**Gender pay gap as a mean average 20.5%**

The average hourly pay of females is 20.5% less than the average hourly pay of males.

**Gender pay gap as a median average 11.5%**

The median hourly pay of females is 11.5% less than the median hourly pay of males.

### Bonus gender pay gap as a mean average **44.7%**

The average bonus paid to females is 44.7% less than the average bonus paid to males.

### Bonus gender pay gap as a median average **-68.8%**

The median bonus paid to females is 68.8% more than the median bonus paid to males.

### Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

Male	Female
<b>53.7%</b>	<b>48.2%</b>

### Proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female
Lower Quartile	<b>72.5%</b>	<b>27.5%</b>
Lower Middle Quartile	<b>90.0%</b>	<b>10.0%</b>
Upper Middle Quartile	<b>83.8%</b>	<b>16.2%</b>
Upper Quartile	<b>88.6%</b>	<b>11.4%</b>

This data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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\* ONS data: ASHE 2016

Notes:

## 1) WHAT DO THE DIFFERENT STATISTICS MEAN?

“**Mean**” means arithmetic average of a population so the “mean gender pay gap” is the average, high-level, overall difference between the remuneration of men and women across UK Hire.

“**Median**” means the middle point of a population. Mean and median gender pay gaps can vary, even though they are calculated from the same sets of data. Each one has advantages and disadvantages.

“**Gender bonus gaps**” to better understand a gender pay gap, employers must calculate gender bonus gaps. External research shows that, in business in general, men are more likely than women to get a bonus across all management levels.

“**Quartiles**” identifying the proportion of men and women in four quartiles. Quartiles divide a list of numbers into four groups. Each employee’s hourly pay is ordered from lowest to highest, then divided into four equal groups. The first group – the lower quartile – is the lowest 25% of earners and the last group – the upper quartile – is the highest 25% of earners. This gives a sense of where male and

female employees are in the pay hierarchy. If women are concentrated in your lower pay quartiles, it could be contributing towards the gender pay gap.

## **2) WHAT IS THE DIFFERENCE BETWEEN THE GENDER PAY GAP AND EQUAL PAY?**

The intention behind equal pay is to ensure that men and women are not paid differently for doing the same or similar work. This, on its own, does not prevent a gender pay gap.

For example, if the majority of women are employed in lower-paid jobs there would be a gender pay gap.

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