Gender Pay Gap Report

The Manufacturing Technology Centre (MTC) develops and proves innovative manufacturing processes and technologies in an agile, low risk environment, in partnership with industry, academia and other institutions. We focus on delivering bespoke manufacturing system solutions for our customers.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. The mean is the average and the median is the middle number when hourly rates are placed in order from lowest to highest; both calculations are expressed as a percentage of male earnings.

Equal pay is not the same as the gender pay gap. Equal pay deals with pay discrimination and the differences in pay when members of the opposite sex are paid differently but yet they carry out the same work, similar work or work of equal value. We are committed to supporting equality through fair pay and we strive to ensure that men and women are paid equally for doing equal work.

The national mean gender pay gap is 17.4% and the national median gender pay gap is 18.4%. Our data is below both national averages. The calculation for ordinary pay is based on a snapshot period that includes 5 April 2017. The bonus pay calculation is based on the 12-month period 6 April 2016 to 5 April 2017 inclusive.

Gender Pay and Bonus Gap

The proportion of men and women paid a bonus during the bonus pay period is 16.74% and 11.84% respectively.
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What do our results show?

The gender split across the business is 79% male and 21% female. Attracting women to take up engineering as a career is a challenge not only for the business but for the UK as a whole, with women making up only 9% of the working population in the manufacturing and engineering industry. We are committed to playing our part in trying to change that to achieve a better gender balance. Our quartile results show that the gap is greatest where fewer women are employed and that it is most pronounced in the upper quartile, where the most senior roles exist. The bonus pool is small. Only certain senior roles are eligible for a bonus payment and during the bonus reporting period all of those roles were occupied by men. In the other quartiles (the lower 75% of the business) the pay gap is much less; in the lower quartile, the gap is in favour of women.

Closing the Gap

• We recognise that the market is continually changing. For that reason we will continue to use external benchmarking to price our positions against the market to ensure that we are offering the correct levels of pay for the role, rather than for an individual.
• We continue to build upon our STEM and early years careers programmes. We are actively working with organisations such as Imagineering to encourage all young students to pursue a career in Engineering; as a result we now employ more female apprentices than ever before.
• We will continue to support women in the business through the offering of women in leadership programmes.
• We will continue to promote and celebrate diversity and inclusion within the business and the wider community.

Victoria Sanderson – HR Director