



Gender Pay Gap Report 2019

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Gender Pay Gap Report 2019

Introduction

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.

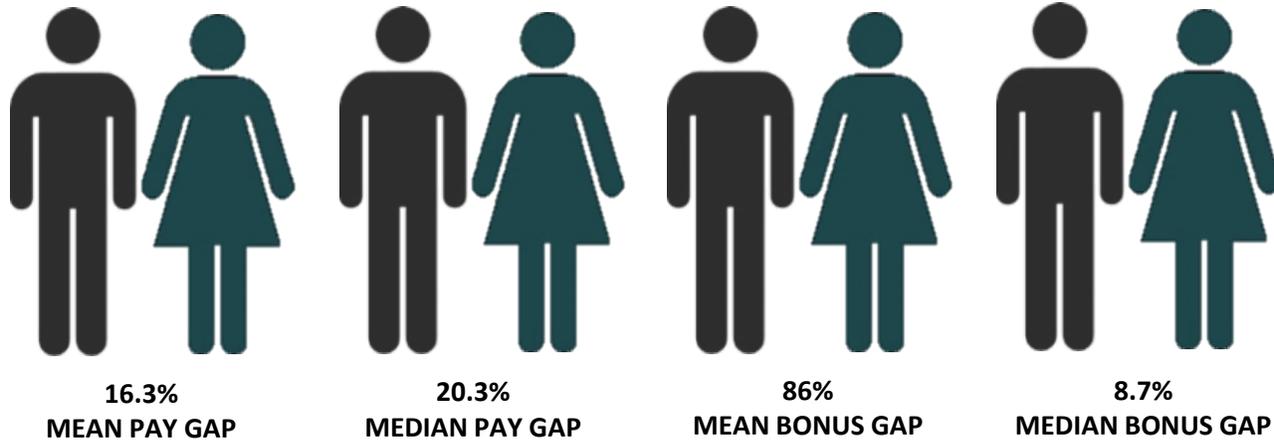
To achieve our ambitious growth plans we recognise that we need a talented and diverse workforce to help us meet our goals, and are working to create this.

We continually encourage young people into exciting careers in engineering, to develop and embed technologies that will impact UK industry for years to come.

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Gender Pay and Bonus Gap

Gender Pay and Bonus Gap

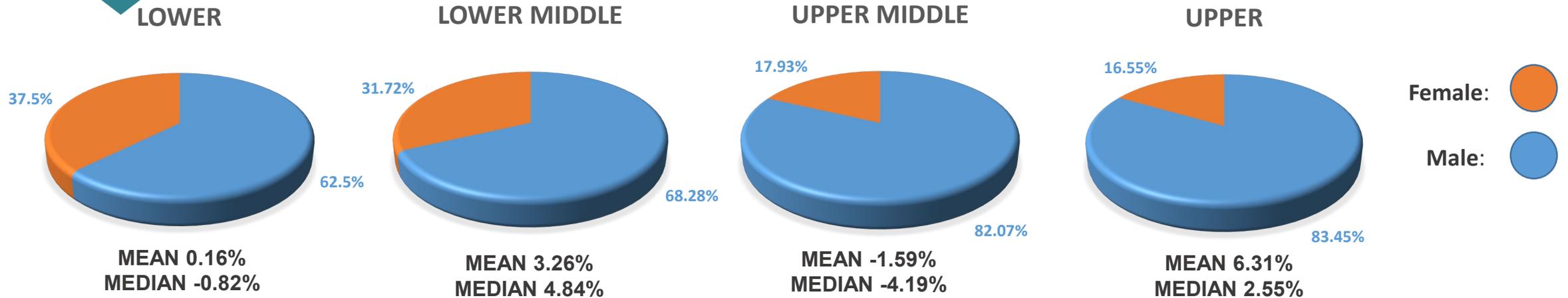


Proportion of Men and Women Paid a Bonus during the bonus pay period

The national mean gender pay gap is 17.3%. Our mean pay gap is below the national average. The calculation for ordinary pay is based on a snapshot period that includes 5 April 2019. The bonus pay calculation is based on the 12-month period 6 April 2018 to 5 April 2019 inclusive.

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Salary Quartiles



What do our results show?

We have been successful in our efforts to increase the number of females in the MTC workforce, resulting in a 5% increase in the female population. The gender split across the business now stands at 74% male and 26% female.

This increase in female workers occurred in the lower and lower middle quartiles, thus largely contributing to the widening of the pay gap.

	Proportion of females in Lower Quartile	Proportion of females in Lower Middle Quartile
2018	23.89%	26.79%
2019	37.5%	31.72%

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Definition

Gender Pay Gap

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

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.

Gender Pay Gap Report

A Year in Review

We are working hard to develop an agile, diverse and talented workforce to help the MTC achieve its ambitious growth plans and are committed to continue to deliver initiatives to help create an inclusive work environment, to make the MTC a desirable employer.

Recruitment

Whilst men continue to be more highly represented in the manufacturing sector, with just 12% of engineers being female, in 2019 we successfully recruited more females into the workplace.

32% of our new Engineering Graduate intake was female, up 20% on the previous year, and the number of female apprentices joining the MTC increased from 8% to 17.5%.

In total we recruited 185 new colleagues during 2019, 32.5% of whom are female.

We also hired 30 people into the Upper Middle and Upper pay bands, of which 27% are female.

Our working environment

We continue to review our policies which enable flexible working and have seen more colleagues take advantage of this benefit.

Our Tilly Shilling Initiative (TSI), with a focus on increasing diversity in Engineering as a whole, continues to thrive. The TSI meets on a monthly basis to plan activity and its mixed gender membership has continued to increase, now standing at 67.

During 2019 the TSI invited a range of speakers to share their story and celebrate their difference, with colleagues. The Speaker Programme helped to raise awareness about diversity as a whole.

In June, the Initiative also held the MTC's first ever 'STEM the Gap' conference with over 20 speakers, set up to increase awareness of diversity and inclusion and to give colleagues in the Engineering sector space to network on a national level.

Women into Engineering

We remain committed to making sure we give young female pupils the opportunity to explore the world of Engineering and challenge gender stereotypes, and during 2019 the Tilly Shilling Initiative's Science, Technology, Engineering and Mathematics (STEM) Ambassadors held monthly STEM workshops in schools reaching hundreds of male and female pupils in years 3 to 13. The STEM Ambassadors also attended careers fairs in mixed and girls' schools and we hosted school tours onsite at MTC to enable females to experience our workshop and VR tools.

We have also seen an increase in the number of young females applying for work experience placements at the MTC.

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Closing the Gap

Looking Ahead

Whilst we are pleased to have seen an increase in the number of women in our workforce, we remain focused on a range of initiatives to support further progress to reduce the gender pay gap at MTC. However, we realise this will take time and ongoing commitment.

We will build on the work that the Tilly Shilling Initiative is doing in the local community and within our workplace to challenge stereotypes as a whole.

Another area of focus will be to create a pipeline of future female leaders for our business to help redress the balance of pay at the upper and upper middle salary quartiles.

We will continue to review our internal policies and performance metrics to ensure we strive to create an increasingly inclusive, flexible and agile work environment to help us narrow the gender pay gap at MTC.

Victoria Sanderson
Human Resources Director

The logo for Manufacturing Technology Centre (MTC) features the lowercase letters 'mtc' in a bold, white, sans-serif font. The letters are slightly italicized and have a subtle shadow effect. The background of the logo is a dark teal square.

mtc

Manufacturing
Technology Centre

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The CATAPULT logo consists of the word 'CATAPULT' in a large, bold, white, sans-serif font. Below it, the words 'High Value Manufacturing' are written in a smaller, white, sans-serif font. The background of the logo is a dark teal square.

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