

Gender Pay
Gap Report
BCM Limited

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BCM Limited is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 5 April 2017.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

First quartile taken as LOWEST earners
Fourth quartile taken as HIGHEST earners

Company	FTE Full Pay		Actual Bonus		Proportion receiving bonus		Pay Quartiles							
	Mean	Median	Mean	Median	Male	Female	First		Second		Third		Fourth	
							M	F	M	F	M	F	M	F
BCM	-0.87%	-0.79%	-6.60%	3.77%	100%	100%	125 (52%)	117 (48%)	188 (78%)	53 (22%)	162 (67%)	79 (33%)	148 (61%)	94 (39%)

What are the underlying causes of BCM Limited gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

BCM Limited is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.
- takes part on collective bargaining in relation to pay negotiations

BCM Limited is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more

likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of BCM Limited workforce, where the majority of administrative and support function roles are women, while the majority of line manager and senior manager roles are held by men. In addition, the majority of the relatively highly paid specialist roles are held by men and not women. For the factory floor operatives, there is virtually not pay gap as rates of pay are determined by collective bargaining and the only differences relate to working hours.

This can be seen above in the table depicting pay quartiles by gender. This shows BCM Limited workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within BCM Limited, 48% of the employees in Band A are women and 52% men. The percentage of male employees increases throughout the remaining Bands, from 78% in Band B to 67% in C and 61% in band D.

How does BCM Limited gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that BCM Limited gap compares favourably with that of other organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%.

At **-0.87%**, BCM Limited mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%, At **-0.79%**, BCM Limited median gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The mean gender bonus gap and the median gender bonus gap for BCM Limited are small with the mean being **-6.6%** and the median being **3.77%**. The proportion of women and men at BCM Limited who received a bonus in the 12 months up to 5 April 2017 was 100%. All colleagues who are employed by BCM Limited are eligible for a bonus payment which is subject to terms and conditions. The calculations are relevant to role with the more senior roles attracting a higher percentage payment.

What is BCM Limited doing to address its gender pay gap?

While BCM Limited gender pay gap compares favourably with that of organisations both across the whole UK economy and within the manufacturing sector, this is not a subject about which BCM Limited is complacent, and it is committed to doing everything that it can to reduce the gap. However, BCM Limited also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that BCM Limited has taken to promote gender diversity in all areas of its workforce include the following:

BCM Limited flexible working policy was substantially revised to make it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

BCM Limited supports employees prior to, during and on return from maternity and other parental leave, offering a competitive childcare voucher benefit.

BCM Limited supports young people by offering work placement to raise young peoples awareness of the different career opportunities available within the manufacturing sector, and to help remove any misconceptions and stereotypes.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, BCM Limited is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, [name of person], [job title], confirm that the information in this statement is accurate.

Signed

A handwritten signature in blue ink, followed by the date "12/2/18". The signature is stylized and appears to be "R Whall".

Richard Whall
Managing Director, BCM