



Everwarm Gender Pay Gap Report 2018/19

Our Goals

Through the recently launched **Sureserve Academy** learning and development initiative, we are committed to developing a diverse workforce. Utilising our apprenticeship programmes, our recruitment strategies and leadership development programmes we have invested in a range of solutions to ensure we have the talent and ability to sustain the diversity of our business.

Once we have the right people, we want them to stay with us and flourish. This means offering the right support and incentives for both men and women in the business.

Our **Women in Business** working group continues to advocate for both short and long term goals in promoting diversity and equality, and resolving operational and cultural challenges across the Group. This year the group was instrumental in developing an enhanced maternity leave package which is designed to attract female workers across our business.

Our overall aim is to develop a welcoming and engaging working environment that promotes a positive and truly diverse workforce across the Group

Introduction

This report follows legislation that came into force in April 2018 which stipulates that employers with more than 250 employees are required to publish their gender pay gap analysis results to the government and the general public.

What is the gender pay gap?

The gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority.

Is gender pay and equal pay the same?

No, equal pay focuses on pay differences between individuals or groups performing the same or similar work whereas gender pay is a broader measure of average earnings.

What period does the figures capture?

For this particular report, the regulations stipulate we review relevant pay periods which included 5 April 2018. For weekly paid employees we measured the pay period 2 April 2018 – 8 April 2018 inclusive and for monthly paid employees we measured the pay period 1 April 2018 – 30 April 2018. All results were combined to produce the overall report.

For bonus pay calculations, the regulations state we measure any employees who received bonus payments during the 12 months prior to the 5 April 2018.

Everwarm

What do our Gender Pay results show at a glance?

Across the industry and in our Company we recognise that our workforce is predominately male (281 males in comparison with 51 females) with a high proportion of men in engineering roles. We are happy to see a small, but positive increase in our female representation across the business and we will continue to promote and encourage a more balanced workforce representation across the Company structure.

Of our current female employees, 31% hold managerial positions, which is a progression from last year's figure and can be seen in the increase of proportion of women in Bands C and D pay quartiles.

The average gender pay gap within the industry currently sits at 23.3% with the UK average recorded as 18.1%. With our current mean pay gap at 22.5%, we are moving towards bridging the gap.

Our Gender Pay Results

The chart below demonstrates the overall median and mean gender pay gap, which shows those employed on the snapshot date of 5 April 2018. The bonus gap is based on bonuses paid in the year to 5 April 2018.



Mean pay gap

Median pay gap



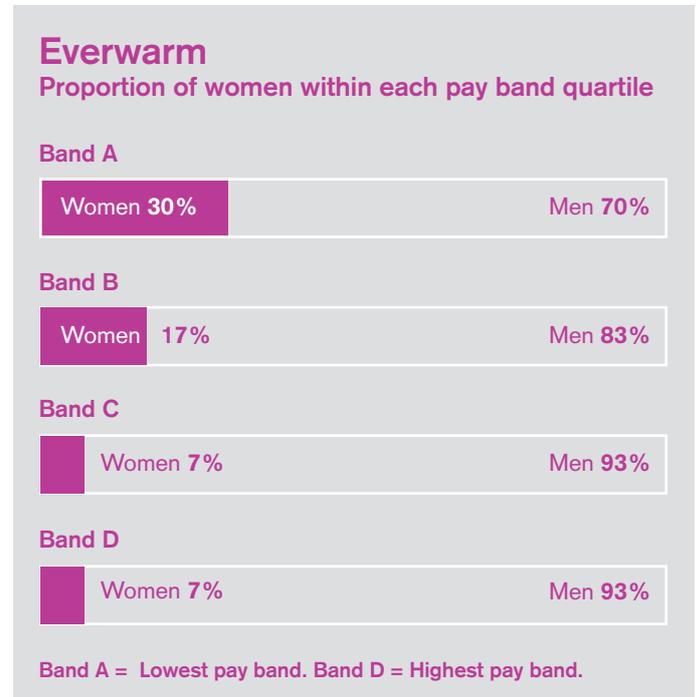
Mean bonus gap

Median bonus gap

The mean pay gap is the difference between average hourly earnings of males and females, whereas the median pay gap is the difference between the midpoints of hourly earnings of men and women. It takes the middle salary from the lowest to highest.

Our calculations show that 78.4% of females received a bonus in comparison with 27.4% of males.

The table below demonstrates the % of men and women and how they are spread across the company structure. This is shown in pay band quartiles, the lowest pay bands being A and B, and the higher levels being C and D.



Our results show a confident progression in female representation across the Company, with an increase in females in B and C and D pay quartiles. We will continue to look at how we engage with and encourage females into the industry in all disciplines, especially those in engineering and at leadership level.

Everwarm will continue to make a long-term investment in our employees by taking that step further and remaining as a Living Wage employer with a firm commitment to reducing our gender pay gap.



The new enhanced maternity pay reflects our commitment to making genuine improvements and focuses on equality and inclusion in reducing our gender pay gap.

Nicole McIntosh
HR Advisor