

## **2017 Gender Pay Gap Report – Aspire Defence Services Limited**

### **Introduction**

As an Employer of more than 250 staff, Aspire Defence Services Limited is legally required to produce a gender pay gap report and related narrative by the end of March each year. This report is published on the Government website 'gender-pay-gap.service.gov.uk'. This report is to provide details of gender pay differences at Aspire Defence Services Ltd. In addition, it provides a summary of the Company's plans to address any gender pay gaps.

### **Gender Pay Gap Report**

The Gender Pay Gap differs from equal pay. Equal pay is concerned with the pay between men and women who carry out the same jobs, similar jobs or work of equal value. Gender pay gap shows the differences on average pay between men and women.

Gender Pay Gap legislation requires the following to be included in the report: mean and median Gender Pay Gap for tax year 2017/18 (see table 1 below), mean and median Gender Pay Gap for bonus figures (see table 2 below) and Gender Pay Gap: Quartile analysis (see table 3 below).

**Table 1: To Show Mean & Median Gender Pay Gap for Tax Year 2017-18**

<b>Calculation</b>	<b>Percentage</b>
Mean Gender Pay Gap	18.19%
Median Gender Pay Gap	20.75%

A positive percentage shows males are paid more in relation to the mean and median calculations.

To find the Mean and Median gender pay gaps the pay period April 2017 was analysed as per the legal requirement. Out of 925 staff 303 were female and 622 were male. The above results show that within ADSL the average hourly rate of pay for males is 18.19% more than females. When arranged in numerical order the median hourly rate for males is 20.75% higher than that of females.

**Table 2: Gender Pay Gap for Bonus Report**

<b>Calculation</b>	<b>Percentage</b>
Mean Bonus Gender Pay Gap	-0.08%
Median Bonus Gender Pay Gap	2.31%
Proportion of males receiving a bonus	3.38%
Proportion of females receiving a bonus	2.64%

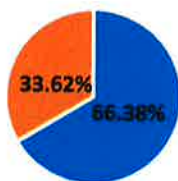
All bonuses paid from May 2016 to April 2017 were included in the bonus calculations. The results show that on average females received 0.08% more for their bonuses than males, however the median bonus paid to males was 2.31% more than the median figure for females.

Out of the total number of male employees 3.38% received a bonus compared to 2.64% of the total number of female employees. This means that a higher number of males received a bonus than females.



**Table 3: Gender Pay Gap – Quartile Analysis**

**Lower Quartile**



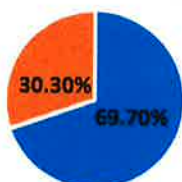
■ Males ■ Females

**Lower Middle Quartile**



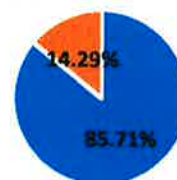
■ Males ■ Females

**Upper Middle Quartile**



■ Males ■ Females

**Upper Quartile**



■ Males ■ Females

The quartile results were generated by looking at the hourly rate for all staff. All staff were then put into order from lowest to highest based on their hourly rate. This was then split into 4 equal sections and the percentage of males and females in each quartile was calculated. There were more men than women in the lowest quartile however there were nearly equal number of females as there were males in the lower middle quartile. As the hourly rates increased more men than women were in each quartile with only 14.29% of the upper quartile being women.

**Summary**

The results show that overall there is a gender pay gap which favours men. This pay gap is largely due to the low percentage of women in higher earning positions within the Company. However, whilst there is a gender pay gap, it should be emphasised that ADSL does not pay women less than men for performing the same or similar role.

Whilst it is recognised that increasing the number of females in higher paying positions does not occur in the short term, the Company is committed to initiatives such as flexible working and career development programmes to help address this gap. The Company will also review its recruitment policies on an ongoing basis to ensure there is no gender bias.

Finally, in connection with this report, it is emphasised that ADSL is an equal opportunities employer and through its policies is committed to promoting a fair and positive working environment for both men and women.

We confirm that the information and data provided is accurate and in line with legal requirements.

**Mark Carr, Managing Director**

Signed 

Dated 14<sup>th</sup> March 2018

