

# 2018 Gender Pay Gap Report

## Aspire Defence Services Limited

### Introduction

As an employer of more than 250 people, Aspire Defence Services Limited (ADSL) 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 ADSL. 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. The Gender Pay Gap Report shows the differences on the average pay between men and women by comparing all salaries of all staff regardless of their position in the company.

### The Mean & Median Gender Pay Gap for Tax Year 2018-19

Calculations	Percentage
Mean Gender Pay Gap	18.81%
Median Gender Pay Gap	19.60%

The data analysed is based on staff salaries from April 2018. In total there were 936 employees which consisted of 307 females and 629 males.

A positive percentage on both figures shows that males are paid more for both the mean and median calculations. The mean gender pay gap shows that on average, the hourly rate of pay for males is 18.81% higher than females. When arranged in order from the smallest to highest hourly rate, the median rate for males was 19.6% higher than the median rate for females.

### Gender Pay Gap for Bonuses

No bonus payments were paid out to staff between May 2017 and April 2018. Therefore, there is no data to be reported for this section.



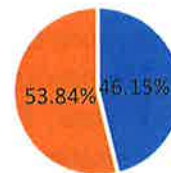
## Gender Pay Gap – Quartile Analysis

Lower Quartile



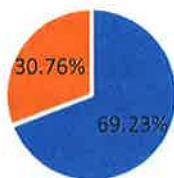
■ Males ■ Females

Lower Middle Quartile



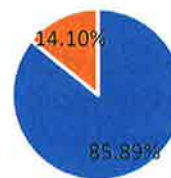
■ Males ■ Females

Upper Middle Quartile



■ Males ■ Females

Upper Quartile



■ Males ■ Females

To work out the percentage of males and females in each quartile, all staff were put into order from the lowest to highest hourly rate. This was then split into four equal sections consisting of 234 staff in each. The results were then generated, and they show that all quartiles except for the lower middle quartile have more males than females. Most women were in the lower middle quartile and only 14.1% of the Upper Quartile were female.

### Summary

The Gender Pay Gap Report has now reached its second year which means the results can be analysed for differences compared to the previous twelve months.

In 2017's report, the mean gender pay gap was 18.19% which means that this has increased marginally as it is now 18.81%. This gender pay gap exists due to a combination of factors including having more males than females in the highest earning positions. In addition to this, most positions within the company are traditionally male orientated such as plumbers, electricians and carpenters.

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 roles.



Whilst it is recognised that increasing the number of females in higher paying positions may not occur in the short term, the company remains committed to initiatives such as flexible working and career development programmes to help address this gap. The company regularly reviews its recruitment policies to ensure that there is no gender bias.

When last years report was produced at the beginning of 2018, ADSL began to identify initiatives to reduce the gender pay gap. Due to timing issues there was not enough time to put substantial actions into place for the April 2018 data as shown in this report. It is anticipated that these actions will be reflected in next year's report.

Aspire Defence Services Ltd is an equal opportunities employer and through its policies is committed to promoting a fair and positive working environment for both men and women.

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

**Mark Carr, Managing Director**

Signed.....

Dated..... 27<sup>th</sup> February 2019.



