

2020 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 2020-21

Calculations	Percentage
Mean Gender Pay Gap	17.42%
Median Gender Pay Gap	22.22%

The data analysed is based on staff salaries from April 2020. In total there were 994 employees which consisted of 318 females and 676 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 rates of pay for males is 17.42% higher than females. When arranged in order from the smallest to highest hourly rate, the median rate for males was 22.22% higher than the median rate for females.



Gender Pay Gap for Bonuses

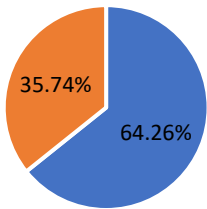
Calculations	Percentage
Mean Bonus Gender Pay Gap	25.45%
Median Bonus Gender Pay Gap	3.68%
Proportion of males receiving a bonus	3.25%
Proportion of females receiving a bonus	2.20%

All bonuses paid from May 2019 to April 2020 were included in the bonus calculations. The results show that on average males received 25.45% more for their bonus than females. The median bonus for males was also 3.68% than the median bonus paid to females.

Out of the total number of male employees, 3.25% received a bonus compared to 2.20% of the total number of female employees. This means a higher number of males received a bonus than females and is reflective of the proportion of females in senior positions.

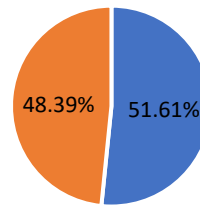
Gender Pay Gap – Quartile Analysis

Lower Quartile



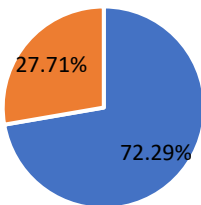
■ Males ■ Females

Lower Middle Quartile



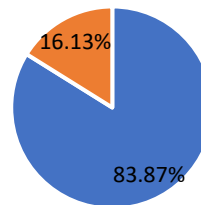
■ Males ■ Females

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 sections consisting of 248 employees in the Upper and Lower Middle Quartiles, and 249 in the Upper Middle and Lower Quartiles. The results were then generated, and they show that all quartiles have more males than females. Only 16.13% of the Upper Quartile were female however this is an increase on last year's results.

Summary

In 2019 ADSL's Gender Pay Gap Report stated that the mean difference between males and females was 17.85%. An increased focus and a conscious desire to rebalance has resulted in a reduction of this gap to 17.42%, which is a step in the right direction.

The gender pay gap exists due to a combination of factors; the quartile results highlight that this is partially due to having a larger number of males than females in higher paying roles. ADSL's focus on recruitment diversity, specifically encouraging women to apply to higher paying roles, has resulted in a decrease in the mean gender pay gap.

ADSL acknowledge that reaching a gender pay gap closer to zero is something that will happen over a longer period. The continued assessment of the current situation will identify ways to reduce the gap and increase the number of women across all disciplines in the company.

ADSL will continue to focus on initiatives such as, diversity in its talent attraction, greater accessibility to professional development and apprenticeships, along with flexible working schemes, in order to retain talent.

ADSL recognise that this will be an ongoing process and any new initiatives may take several years to work, so pay gap figures may not always change significantly year on year. Similarly, the industry sector presents its own challenges, particularly because a larger proportion of positions within the company are traditionally male orientated roles such as plumbers, electricians and carpenters.

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.

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.

A handwritten signature in black ink, appearing to read 'Mark Carr'.

**Mark Carr, Managing Director
23 February 2021**

