

LEONI Wiring Systems Gender Pay Gap Report 2018

What is the Gender Pay Report?

The Gender Pay Report is a requirement of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It requires all employers with more than 250 employees to publish a specific snapshot of information which in broad terms shows the difference between average male and average female earnings within the organisation.

What is the difference between the Gender Pay Report and Equal Pay?

The gender pay gap should not be confused with equal pay law. Paying a woman less than a man (or vice versa) for equal work is unlawful under the Equality Act. The gender pay gap is simply the difference between the average pay of males compared with the average pay of females.

What data does the company have to publish?

The company is required by law to publish a snapshot, taken on 5th April each year, on its company website showing the following data:

1. Our *mean* gender pay gap
2. Our *median* gender pay gap
3. Our *mean* bonus gender pay gap
4. Our *median* bonus gender pay gap
5. Our proportion of males and females receiving a bonus payment
6. Our proportion of males and females in each quartile band

What is the current UK National Gender Pay Gap?

In 2017 national average gender pay gap, as measured by the Office for National Statistics (ONS), was 18.4%, meaning that on average women earn 18.4% less than men in the UK across all sectors and job roles.

Why is there a Gender Pay Gap?

The gender pay gap exists because on average across the whole population women tend to work in lower-paid occupations and sectors, and occupy less senior roles. Another factor is that many women take time out of employment and work part-time because of care responsibilities.

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Our Company can trace its roots back as far as 1916 and we were proud to join the LEONI Group in the year 2000. We are a “full” service supplier of Electrical Distribution Systems for the Automotive Sector. Our skilled design engineers interface directly with our customers, based on or close to their sites around the UK. Within our industry it is not unusual for the majority of the UK workforce to be male. Consequently, we are working on a number of initiatives to support the recruitment and development of females.

Key Facts as at 5th April, 2018:

- Total UK Workforce 376 employees
- 25% (92 employees) Female
- 75% (284 employees) Male

Gender Pay and Bonus Gap:

The chart below shows the difference between the average hourly pay (salary plus bonus) of all our male employees compared with the average hourly pay of all our female employees. All employees at all levels including part time employees are included. Bonus payments are based on the year 2017 paid March 2018.

	Mean Gap	Median Gap
Pay	25%	26%
Bonus	34%	27%

The Mean is the total sum of all values, divided by the total number of values
The Median is the middle value between the highest and lowest values

Proportion of employees in receipt of a bonus:

The figures below show the number of male and female employees who received a bonus for the year 2017 paid March 2018. LEONI Wiring Systems UK Limited has a bonus scheme which is applicable to all employees. The figures below do not equate to 100% in each group as they include new starters who joined later in the year.



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Proportion of Males and Females in each Quartile Pay Band:

The chart below shows the pay distribution, including bonus, of our male and female employees by quartile (i.e. divided into four pay groups, lower, lower middle, upper middle and top). Each quartile shows the percentage male/female split.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	54%	74%	85%	88%
Female	46%	26%	15%*	12%*

*We have seen a 3% positive increase in Females in both the Upper and Top Quartile bands between 2017 and 2018

How are we addressing the Balance?



Apprenticeship Scheme

Through our Engineering and Business Apprenticeship Schemes



Flexible Working

By introducing a number of improvements into our Flexible Working Policy



Talent Management

Through development routes into Leadership roles

Richard G. Tait
Managing Director LWS UK

Gordon Clowes
Commercial Managing Director LWS UK