



## 2022 Gender Pay Report

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The gender pay gap shows the difference in average pay between women and men.

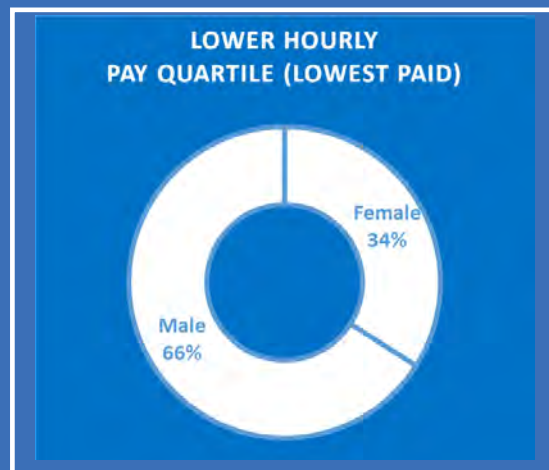
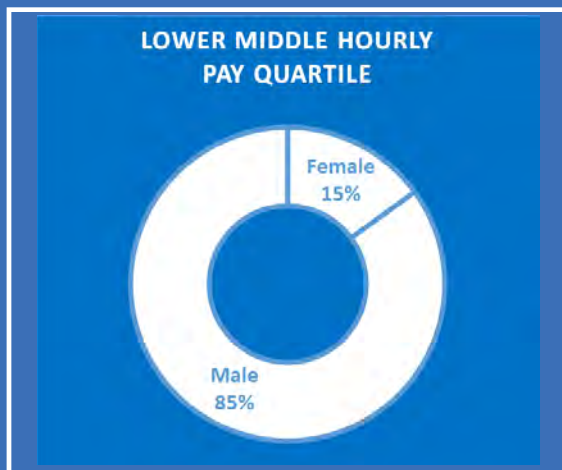
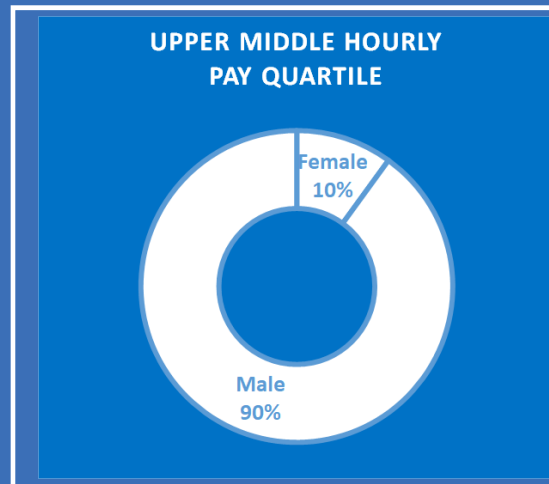
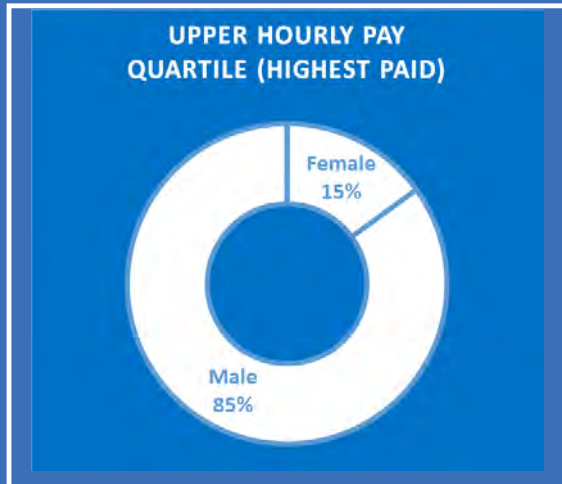
Gender pay is different from equal pay.

Equal pay is about a man and a woman receiving equal pay for the same or a similar job.

No. of employees	<b>262</b>
Male employees	<b>81%</b>
Female employees	<b>19%</b>
Male Key Leadership Members	<b>67%</b>
Female Key Leadership Members	<b>33%</b>

# Population By Pay Quartiles

At Record UK women occupy 15% of the highest paid positions and 34% of the lowest paid roles as detailed below\*



## **Mean & Median Pay**

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### **Mean Gender Pay Gap**

The difference in the average hourly pay for women compared to men, within a company

### **Median Gender Pay Gap**

The difference between the midpoints in the ranges of hourly earnings of men & women. It takes all the salaries in the sample, lines them up in order from lowest to high-est, & picks the middle salary.

### **Understanding our Pay Gap**

Since our previous report our mean gap has improved by 2.5% which is due to an increase in female hourly rates within the upper middle and less females in the lower hourly quartile.



**Mean Gender Pay Gap 2021**

**11%**

**Mean Gender Pay Gap 2022**

**8.5%**

**Median Gender Pay Gap 2021**

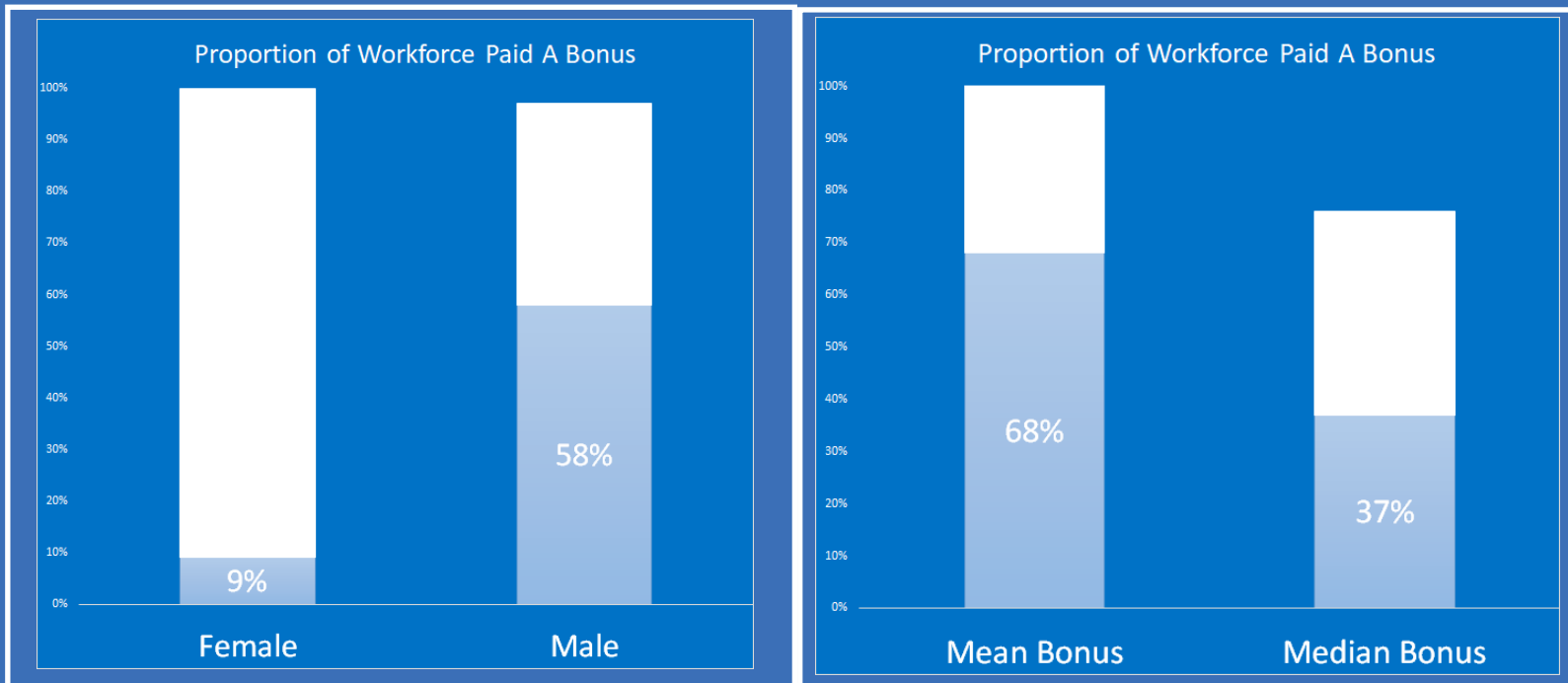
**16%**

**Median Gender Pay Gap 2022**

**10.5%**

# Bonus Payments

Our largest population of employees receiving a bonus are within our engineering teams which creates the large gap between men and women. Our engineering teams were 100% male which means more men were receiving bonuses in comparison to women within the business.



## Plans To Close The Gap

In 2021 the NVQ Level 2 in Powered Pedestrian Door was launched and since this time we are proud to have 10 apprentices enrolled in the scheme at South Staffordshire college.

We continue to recruit apprentices and are pleased that when we produce our gender pay report for 2023 we can include that we now have two female apprentices within our Service Engineering Team.

To close our gap we hope to recruit more female engineers and to develop and promote females into team leader and management level roles.

