



Express Engineering

Gender Pay Gap Report 2024

Report Status

This report reviews the current status of the gender pay gap within our organisation, highlighting key findings and identifying actionable steps towards a reduction in our pay gap.

There were no bonus payment made during the relevant period this report relates to therefore, there is no bonus pay gap to report

Calculating our Gender Pay Gap

We determine our gender pay gap by calculating the difference between the average earnings of men and women in Express Engineering.

In our report we provide data on both the 'mean' difference and the 'median' difference.

A mean pay difference is calculated by taking the average hourly earnings of everyone in an organisation, including their pay and bonus, and comparing the difference between male and female employees.

A median pay difference is calculated by taking the figure in the middle of the range of pay and bonus, arranged from the smallest to the largest.

It is important to recognise a pay gap is not the same as equal pay, which requires that men and women in the same job in an organisation are paid the same. Our approach to pay and reward is designed to be irrespective of gender and ensure a no bias approach to remuneration.

Key Findings

Overall Gender Distribution:

Women comprise 10% of our workforce, while men make up 90%.

Mean Gender Pay Gap:

Our mean gender pay gap stands at 23.5%. This indicates that, on average, men are paid 23.5% more than women across the company.

Median Gender Pay Gap:

The median gender pay gap is 30.3%, showing that the middle-earning man earns 30.3% more than the middle-earning woman.

Key Findings

Quartile Pay Bands

Lower Quartile: Women make up 25.8% of employees in the lower quartile.

Lower Middle Quartile: Women represent 4.8% of employees in the lower middle quartile.

Upper Middle Quartile: Women also constitute 4.8% of employees in the upper middle quartile.

Upper Quartile: Women make up 3.3% of employees in the upper quartile, indicating an underrepresentation of women in the highest-paying roles.

Our Challenges

Women in STEM Careers

At Express Engineering we are committed to fostering an inclusive and equitable workplace. However, according to The Office for National Statistics, there are more male than female employees working within the UK's manufacturing sector and unfortunately STEM (Science, Technology, Engineering, and Mathematics) skills that are critical to our business have not historically been studied by as many women as men.

A report published by EngineeringUK in May 2024 identified an increase in women within the age group 16 to 34 years working in engineering and technology occupations between 2022 and 2023, indicating a positive trend of more women entering the sector from education.

However, there were fewer women in the same period between the ages of 35 and 64 years, resulting in an overall decrease in women working in engineering and technology occupations of 0.8%.

These figures indicate there is a need to for a continued focus to promote STEM education and career opportunities to women. However, consideration must be given to how to retain women within these careers, especially those towards the middle of the workforce age range.

Our Challenges

Women in STEM Careers

Some of the challenges we must consider include:

- **Gender Stereotypes and Bias:** Persistent gender stereotypes and biases can discourage women from pursuing careers in STEM.
- **Lack of Role Models:** The scarcity of female role models in senior and technical positions can make it difficult for women to envision themselves in these roles.
- **Work-Life Balance:** Concerns about work-life balance and the nature of STEM careers could deter women from entering or remaining in these fields.
- **Work Experience:** Differences in work experience and opportunities for progression can impact the pay levels between male and female employees.

Action Plan

The action plan is designed to challenge the underlying reasons of gender pay disparities. It aims to create a more equitable work environment by setting measurable goals and implementing targeted initiatives. Express Engineering are committed to:

1. **Inclusive Recruitment:** Our recruitment strategies will be reviewed and modified where required to attract and retain more women in senior and technical positions.
2. **Regular Pay Audits:** We will conduct regular pay audits to identify and address any pay disparities.
3. **Early Careers Opportunities:** Through our schools and early careers programmes, we will proactively work to increase diversity and bring in talent from a wider segment of society.
4. **Support Career Development:** We will provide mentorship, training and development opportunities to support women's career advancement.
5. **Work-Life Balance Initiatives:** We will continue to support work-life balance initiatives, making STEM careers more attractive to women.

Conclusion

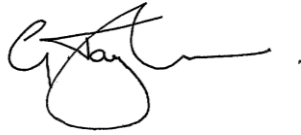
Addressing the challenges of recruiting women in STEM and the gender pay gap is a priority for Express Engineering.

We are committed to implementing the identified measures and continuously monitoring our progress.

Our commitment to reducing our gender pay gap is not about compliance but about fostering a culture of fairness, respect, and opportunity for all.

Declaration

I confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010.

A handwritten signature in black ink, appearing to read 'Gary Taylor', with a horizontal line extending to the right.

Gary Taylor
Finance Director