

## Sonardyne gender pay report 2019/2020

Sonardyne is committed to fostering equality and diversity in our workplace and we welcome the opportunity to share our pay gap data to help ourselves and industry overcome the problems of attracting a more diverse and innovative workforce into the Engineering and Technical sectors.

Gender pay gap reporting explained				
<b>What is a gender pay gap?</b>	The gender pay gap data does not look at equality of pay for men and women doing the same work but a comparison between median hourly pay, mean hourly pay and bonuses for all men and women within an organisation.			
Our pay gap data				
<b>Mean gender pay gap</b>	The difference between the average hourly pay rate for all men and the average hourly pay rate for all women in an organisation, shown as a percentage of the average hourly rate for men.	27.5%		
<b>Median gender pay gap</b>	The difference between the mid-point number in the list of hourly pay rates for all men and the mid-point number in the list of hourly pay rates for all women in an organisation, shown as a percentage of the mid-point number from the list of hourly rates for men.	25.5%		
<b>Mean bonus gap</b>	The difference between the average amount of bonus paid to all men and the average amount of bonus paid to all women, shown as a percentage of the average bonus paid to all men.	32.1%		
<b>Median bonus gap</b>	The difference between the mid-point number in the list of bonuses paid to all men and the mid-point number in the list of bonuses paid to all women, shown as a percentage of the mid-point number in the list of bonuses paid to all men.	43.4%		
<b>Quartile pay distribution</b>	The proportion of men and women in each 25% quartile of an employer's pay structure. The hourly pay rates for men and women are ordered from lowest to highest and divided into four	Quartile	Female	Male
		Lower Quartile	34.3%	65.7%
		Lower Middle Quartile	14.3%	85.7%
		Upper Middle Quartile	15.7%	84.3%

	equal sections with the number of men and women in each quartile being calculated as a percentage of the total employees within the quartile.	Upper Quartile	8.7%	91.3%
<b>Proportion of workforce receiving a bonus payment</b>	The proportion of men and women who received a bonus payment. This excludes employees who chose to sacrifice their payments into a pension scheme.	<b>Female</b>	<b>Male</b>	
		92.5%	93.5%	

## Comments

Sonardyne is a vertically integrated company which conducts research, designs, manufactures, sells and supports high technology products and the largest fractions of our workforce are employed in engineering and manufacturing.

We are confident that our pay disparity between men and women is not the result of men and women being paid differently for the same or similar work, but is due to the nature of who is doing what type of work and hence the make-up of our current workforce being predominantly male.

Our sector is faced with significant challenges in attracting more women to develop careers in technical and engineering roles, this is not a new phenomenon in Sonardyne or for that matter the wider Engineering & Technology sector. As an example, published data shows that only c10% of engineering graduates are female. The disproportionate ratio of males to females across our business (m: 81.7% / f:18.3%) reflects the historical balance of those entering particularly the Engineering and technical professions, presenting us with an uneven gender balance.

Furthermore the differences between our pay data for men and women can be better understood with reference to the following factors (which are not reflected within the specified calculations):

**Salary Sacrifice:** 60.7% of the female workforce participate in a salary sacrifice scheme (holiday purchase) whereas only 35% of the male workforce partake in this scheme.

**Flexible working:** Our bonus scheme encompasses all employees irrespective of role or seniority which accounts for the high percentages of inclusion. A proportion of the bonus gap reported is directly attributable in part to the fact that 29.4% of the female workforce work less than full-time hours compared to 1.3% of the male workforce. Fractional bonus payments are paid to part time workers.

**Staff Retention:** Sonardyne has better than UK average staff retention and due to the specialist nature and relatively small size of the company this results in a limited turnover in the upper middle and upper quartile staff. Increasing diversity in these quartiles is an important goal and is part of our long-term sustainability planning.

If we compare male and female staff in broadly similar roles with similar amounts of experience, as opposed to taking averages across the entire company then the gender pay gap is different. However even these comparisons are difficult due to the small numbers involved in each comparison and variation in skills and experience.

## **What steps are we taking to improve the proportion of women joining Sonardyne in professional Engineering & Technology roles?**

Despite an open and bias-free recruitment process, we continue to receive a very low proportion of female applicants for our Engineering & Technology roles. We are trying to address this by:

- Ensuring that our website spotlights stories of women within our business to encourage applicants.
- Publishing our job openings on websites dedicated to female engineers and technology specialists.
- Continuing to review and provide flexible working opportunities to best support the effective management of work and personal life to the advantages of both the business and our employees.
- Using gender-decoder tools to improve the wording of job advertisements, this is because research has shown women felt job advertisements with masculine-coded language are less appealing.

We are not where we would like to be, however we are committed to continue with the following in our efforts to close the gender pay gap:

- Ongoing review of all staff salaries with respect to ensuring fair pay.
- Review of all bonus payments for any form of bias.

We will also try and promote longer term actions to support young women to adopt careers in Engineering and Manufacturing by:

- Encouraging a more diverse workforce, particularly with our apprenticeship and graduate recruitment programmes.
- Encouraging our workforce to be STEM ambassadors by outreach to local schools and colleges and Universities by involving female professionals to encourage more young women to consider Engineering and Technology as a career.

Graham Brown, Managing Director.