

Sonardyne Gender Pay Report 2020/2021

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				
What is a gender pay gap?	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				
Mean gender pay gap	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%		
Median gender pay gap	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.	29.8%		
Mean bonus gap	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.	0%		
Median bonus gap	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.	0%		
Quartile pay distribution	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	Quartile	Female	Male
		Lower Quartile	41%	59%
		Lower Middle Quartile	10%	90%

	ordered from lowest to highest and divided into four 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 Middle Quartile	20%	80%
		Upper Quartile	10%	90%
Proportion of workforce receiving a bonus payment	The proportion of men and women who received a bonus payment. This excludes employees who chose to sacrifice their payments into a pension scheme.	Female	Male	
		92.00%	97.95%	

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 remain 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 continues to face significant challenges in attracting more women to develop careers in technical and engineering roles, this is not a new phenomenon in Sonardyne or the wider Engineering & Technology sector. Women continue to be under-represented, particularly in our more senior roles. This is partly due to the demographics of our sector, resulting in less women than men, especially at a senior level, who have the skills and experience to fill some of the roles we recruit for. However, whilst the male-to-female ratio across our business continues to be disproportionate, it is pleasing to report that the female-to-male ratio has risen by 2.5%.

Despite the challenges faced in attracting more women into technical and engineering roles, one of our longer-term goals is to increase diversity in the upper middle and upper quartile. Since our last Gender Pay Gap report, the number of females in our Upper/Middle Quartile has increased by 4.3% on last year and the number of females in the Upper Quartile has increased by 1.3%. This is a step in the right direction, but we recognise that more needs to be done.

The data for this reporting year concerning mean and median bonus gap reflects temporary changes to our bonus arrangements during the early period of Covid.

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 an incredibly low proportion of female applicants for our Engineering & Technology roles. The Equality and Human Rights Commission revealed that nearly two-thirds (61%) of women would take an organisation's gender pay gap into consideration when applying for jobs so we will persist in our efforts to reduce the gap to improve the number of female applicants. We are also trying to increase the number of applications we receive from females by:

- Continuing to ensure our website spotlights women within our business to encourage more female applicants.
- Collaborating with recruiters whose efforts are focused upon transforming the industry and achieving positive outcomes for women in technology.
- Publishing our job openings on websites dedicated to female engineers and technology specialists.
- Offering flexible working opportunities to best support the effective management of work and personal life to the advantages of both the business and our employees.
- Utilising gender-decoder tools to improve the wording of job advertisements as research has shown women felt job advertisements with masculine-coded language are less appealing.

We continue in our efforts to promote longer term actions to support young women to adopt careers in Engineering and Manufacturing by:

- Inspiring 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.

Earlier this year, one of our female apprentices spent time at our stand at a local college careers event, talking to students who were interested in the career opportunities we provide. We plan to return to the college later this year to try and expand our apprentice pipeline. We recently provided a Level 3 Engineering Extended Diploma student with a two-week work placement and have since made her an offer of employment to join us later this year, strengthening our pool of female talent.

Finally, we are not where we would like to be but remain strongly committed to closing our gender pay gap by regularly reviewing salaries to ensure fair pay and ensure our bonus payments remain free of any bias.

Graham Brown, Managing Director.