

Gender Pay Gap Report April 2023

Introduction

Gender Pay Gap Reporting is part of the UK Government's determination to tackle the gender pay gap by requiring companies to be more transparent on gender pay issues.

UK-NSI continue to be committed to equality of employment for all and having a diverse workforce is good for our business. UK-NSI are also committed to ensuring that our employees are treated fairly in all respects regardless of gender, nationality, ethnicity, disability and sexual orientation.

This gender pay report is a snapshot date as at the 5th April 2023.

Gender Pay Gap Figures

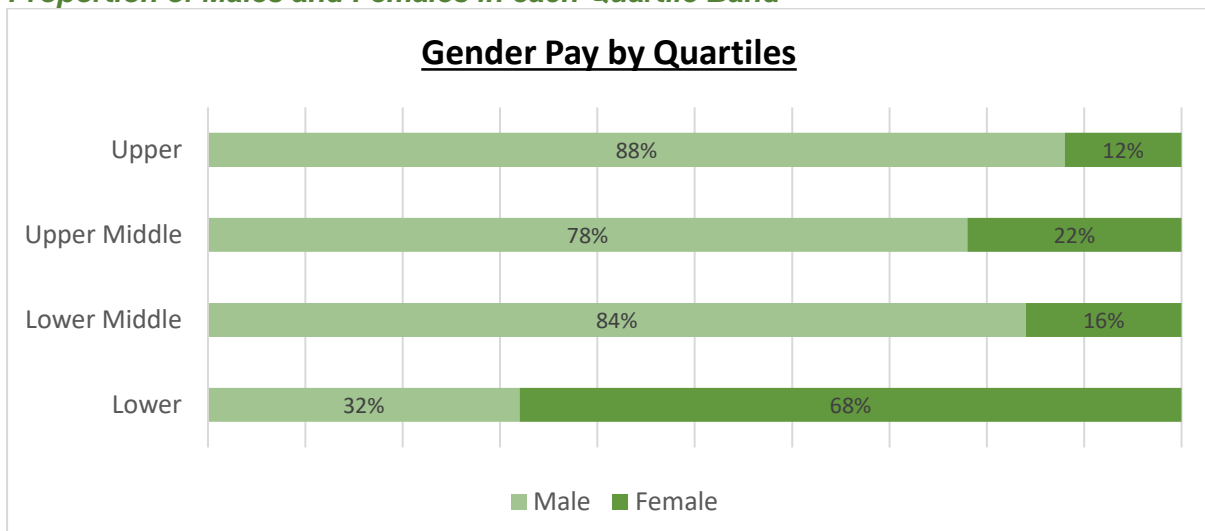
UK-NSI Mean and Median Hourly Gender Pay Gap

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive.

Mean Gender Pay						
The mean average involves adding up all of the hourly pay rates and dividing the result by how many entries were in the list.						
2017	2018	2019	2020	2021	2022	2023
29.6%	26.1%	25.0%	23.0%	18.5%	19.2%	17.6%

Median Gender Pay						
A median average involves listing all employees by hourly pay in numerical order from smallest to largest, and taking the middle number from the list.						
2017	2018	2019	2020	2021	2022	2023
24.3%	21.1%	20.5%	14.8%	10.6%	12.0%	10.6%

Proportion of Males and Females in each Quartile Band



The above chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles.

Why do we have a Gender Pay Gap?

As seen in previous years the population of our employ remains more male dominated (70%) than females (30%). One of the main reasons for this imbalance is due to the sector we operate in, and the historical profile of employees who have opted for a career in engineering / manufacturing.

It is important to understand that although we do have a gender pay gap in terms of the mean and median pay ranges, we are committed to paying employees doing the same job, the same rate of pay.

Our gender pay gap comes predominantly in the upper quartile which consists of the Management and Engineering roles where pay is based on market rate, experience, qualifications and other external factors. Low employee turnover reflected in long service within these roles affects the gender pay gap at this level.

The mean and median gender pay gaps have decreased over the years, and again between 2022 to 2023. During 2022-23 we had an increase of employees reflected in this report showing an increase in 64 employees, this was due to a change in our recruitment policy for temp to perm recruitment, and also a Transfer of Undertakings which saw a number of females transferred into UKNSI. The new figures show a truer reflection of the distribution of males and females within the UK-NSI organisation.

UK-NSI Commitment to Gender Balance

We will continue to recruit and attract the best people to work for UK-NSI and monitor and review our methodology to ensure that we have diversity within our applicants.

We will encourage women to apply for promotion and to undertake training that might lead to their development within our Company, and help to achieve further growth in representation. Employees are promoted, or progress based on merit and their desire to take on new challenges. We have a growing number of women entering engineering, managerial and other technical roles, which we will continue to encourage. During the year we had 24 promotions to higher positions, and of that 5 were female (21%).

A low labour turnover rate means potentially fewer opportunities for movement within the organisation, however we do seek to employ practices that retain women and offer flexibility.

We will continue to ensure that employees are paid fairly and equally for the job that they do regardless of gender.

Declaration

I confirm the information and data reported is accurate as of the snapshot date, 5th April 2023.



Victoria Powles
Head of Human Resources