



**NATIONAL
COMPOSITES
CENTRE**



2019 Gender Pay Gap Report

Introduction



The NCC, as part of the High Value Manufacturing Catapult (HVMC) and in collaboration with our partners and customers, is working to solve the world's biggest engineering challenges.

To enable us to successfully solve these problems we are growing, developing and diversifying the workforce of the future. We are working more closely now than ever before with our partners, customers and local communities to achieve this. In parallel we are striving to build an inclusive workplace where every individual is respected, valued and recognised for the unique contribution that they bring.

Gender is just one element of diversity. It is not the only area where we are taking action to drive change for the better but, recognising that women are still severely under-represented, we have taken specific action over the past 12 months with this in mind. Whilst we have made great progress, specifically doubling the number of students we have worked with to encourage take up of STEM subjects, I am disappointed to see that our gender pay gap, like many other organisations, has increased slightly over the same period. This is disheartening but reflects the fact that driving change takes enormous, sustained commitment and that closing this gap cannot be accomplished overnight. This only highlights the need to keep driving this agenda and we will continue to challenge ourselves at every step to accelerate the change we wish to see in our industry. We can and are collectively making a difference, one day at a time, and ultimately, we will succeed.

Naomi Korolanyi
Director of Business Transformation
National Composites Centre

What is the gender pay gap?

The gender pay gap is based on a snapshot taken on 31 March 2019 of salary data. It shows the difference between the average hourly earnings for all men and women in an organisation. The gender pay gap is not the same as equal pay, which is a legal requirement to ensure that individual men and women are not paid differently for the same or similar roles.

All companies with more than 250 employees are legally required to report their gender pay gap annually. Six key statistics are shown in this report:

- The difference in average hourly pay between men and women at the snapshot date (mean and medium)
- The difference in average bonuses paid to men and women in the year leading up to the snapshot date (mean and medium)
- The proportion of men and women who received bonus payments in the year leading up to the snapshot date
- The proportion of men and women in each of the four quartile pay bands

What do our results show us?

The NCC's population is 21% female and 79% male. The proportion of women is higher in the lower pay quartiles, however fewer women now populate these than in the previous reporting period and this has resulted in an improvement in the median gender pay gap.

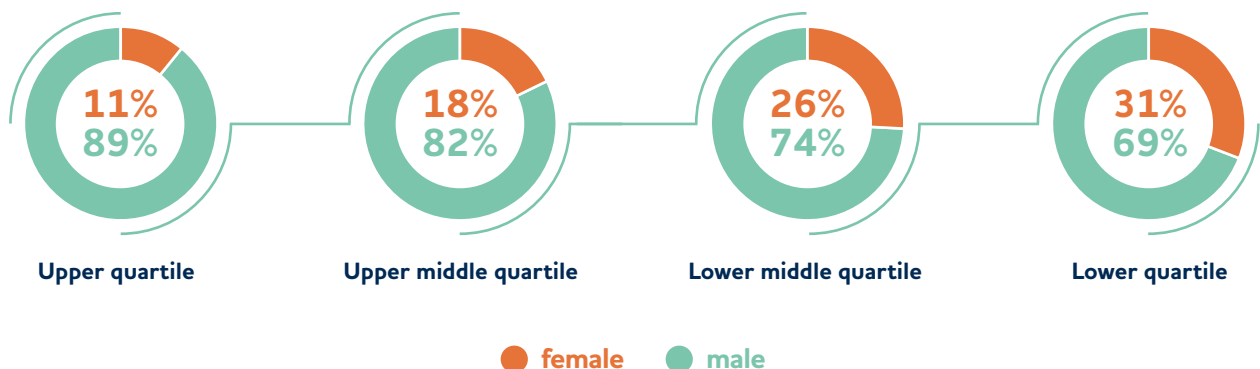
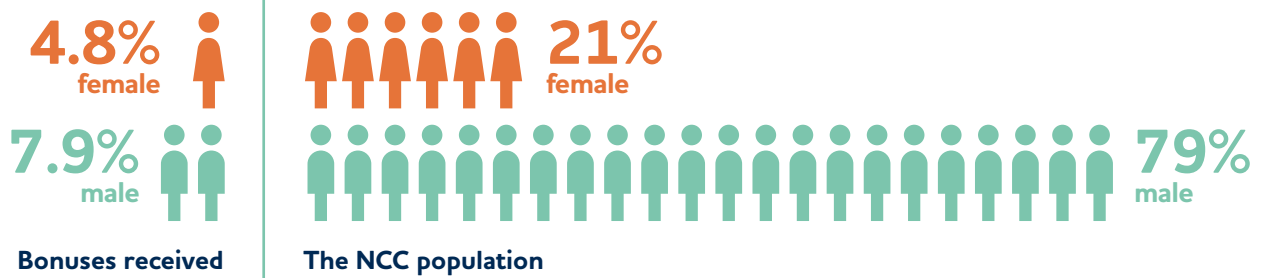
The NCC has a mean gender pay gap of 17.13% and a median gender pay gap of 12.78%. The mean gender pay gap increased by 0.69% on the previous year and the median gender pay gap decreased by 3.02%.

Our analysis suggests that our gender pay gap exists because we have lower proportions of women in senior technical roles and lower proportions of women in our senior leadership team. We have higher proportions of women in junior technical or professional services roles (which typically attract lower salaries than engineering roles do in the employment market), however, we have had small increases to the number of women in our senior leadership and in our Early Career roles (such as graduate and apprentices) in this reporting period.

NCC mean hourly pay rates increased in this reporting period for both men and women, however while men's increased by £0.60, women's increased by £0.35; this smaller increase in the hourly rate for women influenced our gender pay gap.

The NCC has a mean bonus gap of 82.19% and a median bonus pay gap of 0%. Only 7.3% of all NCC employees received a bonus payment. A higher percentage of men (7.9%) than women (4.8%) received a bonus payment, and the bonus payments made to women were proportionally smaller amounts. The performance related bonus payments received by men in the senior leadership team inflated the average bonus payments for men. These performance related bonus payments were last of their type as the senior leadership team are no longer eligible to receive them.

The NCC had 62 women compared with 227 men at the time of the snapshot. This proportionally smaller number of women means that the results can be affected by relatively small changes. An example of this being that although less women now populate the lower pay quartiles than in the previous reporting period, the mean gender pay gap has still increased, largely due to a 1% decrease in the upper pay quartile.



What are we doing to close the gap?

Although our gender pay gap has not moved in the direction we would have liked, we remain committed to closing the gap through our Diversity and Inclusion programme of work.

Key actions have included:

- The launch of our dedicated STEM Outreach programme in May 2019. Since the launch we have engaged with over 1000 students to encourage more young people to choose a STEM career, and we've taken part in gender specific engagements, such as the BAME Girls in Engineering initiative with Bristol Brunel Academy and attending a Girls in STEM day at Lydiard Academy.
- The NCC now has a Diversity & Inclusion Champions group which anyone in the NCC can join. This means that D&I activities are driven by employees across the organisation, which is the most effective way of having a meaningful impact.
- We now collect and monitor diversity data for our current staff and for those who apply to work at the NCC. This helps us understand how diverse the NCC is in relation to the wider industry and society so we can take the appropriate action to attract, develop and grow a diverse workforce.
- We have signed the Bristol Women in Business Charter, which is a city-wide initiative, recognising and supporting the work of Bristol businesses to create workplaces that are gender equal. In February 2020 the NCC hosted an event for signatories of the charter to discuss the importance of mentoring for women.

In our recent Times 100 engagement survey the overall engagement score increased by 2.7% with women at the NCC having slightly higher levels of engagement than men. Overall women responded positively to the questions about pay, benefits and the fairness of their pay, with very similar scores to the men's.

Looking to the future, we believe that the NCC and the engineering industry as a whole has a bright future. Encouragingly, early indications suggest that next year's report will show a decrease in the mean gender pay gap.

At present 23.9% of our managers are female and we are committed to supporting more women to progress by continuing to provide flexible working practices for all and providing training for aspiring managers. 25% of the aspiring managers programme delegates were female (which is higher than the NCC female employee percentage – 21%), giving them the skills needed to progress in their careers. We've also seen an increase of applications from female graduates highlighting the good work being done throughout the industry.



I confirm that the data contained within this report is accurate.

Naomi Korolanyi
Director of Business Transformation
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