Spencer Group is a leading, privately owned, Engineering company and we pride ourselves on the value we place on our employees. People are what make Spencer Group the great place to work that we believe it is.

The Engineering sector has always been very male dominated and this is a culture we are working hard to change. In recent years we have been able to attract some exceptional female talent through our collaboration with WiME (Women into Manufacturing and Engineering) and our work with the Ron Dearing UTC and other schools and colleges in the area. Along with this we have structured our recruitment and marketing materials to appeal more to women and encourage them to look at the amazing careers available to them in this sector.

We have actively sought out opportunities to attend and speak at events nationally where we can advise and educate women on the options available to them, something which was recognised when we were awarded the ‘Northern Power Women Award for Medium Sized Business’ for our work in accelerating Gender Diversity.

Whilst recognising that we still have a journey ahead to reduce the Gender Pay Gap we are committed to, not only recruiting talented female staff, but developing and promoting the existing talented women within the business.

There are still significantly more men than women in the business, 73% compared to 27%, resulting in more men in senior roles. However this has changed reduced 77% compared to 23% previously and it is our ambition to see these numbers improve year on year.

You will note from the statistics below, based on a snapshot of data on 5 April 2019, that whilst our Median pay gap has remained steady at 36% the number of women in each quartile has increased significantly since the 2016/17 report. We are especially pleased to see the increase in women in the top 2 quartiles has increased.

I confirm that the information is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017

Yvonne Moir
HR Director

thespencergroup.co.uk
OUR GENDER PAY GAP 18/19

**Gender pay gap**
- Male: 26%
- Female: 74%
- **Mean**: 36%
- **Median**: 36%

**Gender bonus gap**
- Male: 56%
- Female: 0%

The proportion of males/females in each quartile pay band is as follows:

**Total % of employees**
- Male: 73%
- Female: 27%

**Lower quartile up to £12.46 per hour**
- Male: 48%
- Female: 52%

**Lower middle quartile from £12.47 to £15.57 per hour**
- Male: 77%
- Female: 23%

**Upper middle quartile from £15.58 to £23.00 per hour**
- Male: 76%
- Female: 24%

**Upper quartile from £23.00 per hour**
- Male: 90%
- Female: 10%

*Government required information*
SPENCER GROUP GENDER PAY GAP REPORT 2017/18
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There are still significantly more men than women in the business, 73% compared to 27%, resulting in more men in senior roles. However this has changed from 77% compared to 23% last year and it is our ambition to see these numbers improve year on year.

You will note from the statistics below, based on a snapshot of data on 5 April 2018, that our Median pay gap has reduced by 5% and the number of women in each quartile has increased since the 2016/17 report.

I confirm that the information is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017

Yvonne Moir
HR Director
The % demonstrate the gap between male and female employees, with male employees earning the higher average amount.

<table>
<thead>
<tr>
<th>Gender pay gap</th>
<th>Mean (average)</th>
<th>Median (middle)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>26%</td>
<td>36%</td>
</tr>
<tr>
<td>Female</td>
<td>74%</td>
<td>36%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender bonus gap</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>26%</td>
<td>74%</td>
</tr>
<tr>
<td>Female</td>
<td>12%</td>
<td>88%</td>
</tr>
</tbody>
</table>

The proportion of males/females in each quartile pay band is as follows:

**Total % of employees**

- Male: 73%
- Female: 27%

**Lower quartile up to £11.50 per hour**

- Male: 43%
- Female: 57%

**Lower middle quartile from £11.74 to £15.27 per hour**

- Male: 76%
- Female: 24%

**Upper middle quartile from £15.28 to £22.33 per hour**

- Male: 82%
- Female: 18%

**Upper quartile from £22.52 per hour**

- Male: 92%
- Female: 8%

*Government required information*
We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee’s data.

These calculations include;

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving bonus pay
- Proportion of males and females in each pay quartile

We can see from the results of our gender balance within the four quartiles that we still have work to do to improve the numbers of women holding senior roles within the business.

Improving the gender diversity within Spencer Group is something which the business takes very seriously. The Engineering Industry has historically been very male dominated and this is reflected in the results of our current Gender Pay Gap reporting.

As an accredited Living Wage Employer we are confident that men and women are paid equally for doing the same jobs, however we acknowledge that due to the issues in recruiting women into the industry in the past the majority of senior roles are held by men.

We are playing our part in actively promoting the roles available to women within both the business and the industry as a whole and we look forward to seeing this reflected in our 2017/18 Gender Pay Gap reporting. I can confirm that the figures reported are correct.

Mr G Thornton,
Managing Director
The proportion of males/females in each quartile pay band is as follows:

**Total % of employees**

- **Male**: 77%
- **Female**: 23%

**Gender pay gap**

- **Male**: 33%
- **Female**: 73%

- **Gender bonus gap**
  - **Male**: 50%
  - **Female**: 0%

The % demonstrate the gap between male and female employees, with male employees earning the higher average amount.

**Mean (average)**

- **Gender pay gap**: 33%
- **Gender bonus gap**: 50%

**Median (middle)**

- **Gender pay gap**: 41%
- **Gender bonus gap**: 0%

**The proportion of males/females in each quartile pay band is as follows:**

- **Lower quartile up to £11.49 per hour**
  - **Male**: 51%
  - **Female**: 49%

- **Lower middle quartile from £11.50 to £15.27 per hour**
  - **Male**: 81%
  - **Female**: 19%

- **Upper middle quartile from £15.28 to £22.99 per hour**
  - **Male**: 86%
  - **Female**: 14%

- **Upper quartile from £23.00 per hour**
  - **Male**: 94%
  - **Female**: 6%

*Government required information*