

2020 Gender Pay Gap Report

Airedale International Air Conditioning Ltd is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Our snapshot date for our data is 6th April 2020 and we believe that it is accurate. We are a manufacturing company based in North Leeds and are a predominantly male workforce.

The gender pay gap is defined as the difference between the average pay based on the mean or median hourly rate of pay that male and female colleagues receive irrespective of their role or level in the organisation. This is different to equal pay which looks at men and women being paid the same for doing the same work.

	Men	Women
Upper	92.9%	7.1%
Upper middle	88%	12%
Lower middle	88%	12%
Lower	87.3%	12.7%

The Table above shows the gender distribution across Airedale in four equally distributed pay quartiles. For example, within the lower quartile, 87.3% of employees are male and 12.7% are female.

Gender Pay Gap Figures

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. To find the midpoint, all the salaries in the sample are in order from the smallest to the largest and the middle rate is found.

This Table shows Airedale's mean and median gender pay gap.

Difference in mean pay	12.6%
Difference in median pay	4.4%

Why We Have a Gender Pay Gap

The engineering industry has struggled to recruit female engineers. This continues to present us with challenges. We are confident that men and women are paid equally for doing the same job. However, we have a gender pay gap because there is an industry-wide imbalance between male and female employees which means that there are a greater number of men in senior roles and in engineering roles than women.

In addition, Airedale has a twilight shift which comes with an additional allowance to compensate for anti-social working hours which is included in the gender pay gap

calculation. These roles are open to men and women and Airedale pays equally across genders however, currently and for the reasons set out above, all of our shift workers are male and this therefore has the effect of increasing the gender pay gap.

The Company offers a number of salary sacrifice benefits and the gender gap is calculated post-sacrifice. The benefits include a pension plan for all employees which allows employees to change the amount that they want to invest. Other salary sacrifice benefits include childcare vouchers and cycle to work schemes. Excluding the salary sacrifice entitlements from the gender pay gap calculation impacts significantly on the figures and results in the gender pay gap appearing to be higher than it is.

A small proportion of the workforce receive performance related bonus payments- this represents 4.9 % of male employees and 5.5 % of female employees. Female employees receive higher mean and median bonus payments than male recipients. The mean figure is 7.4% higher for female employees and the median figure is 4.2% higher for female employees.

How We Are Addressing The Pay Gap

Encouraging young women to see science, technology, engineering and mathematics (STEM) as a future career remains a key focus for us. We are looking to work closely with local schools, colleges and universities to promote the benefits and potential career paths within STEM industries. More work needs to be done to attract women to STEM industries. We offer flexible working to attract those with families.

We are also a contributor to the apprenticeship levy. We see this as an opportunity to recruit new employees and develop existing employees.

Summary

We aim to achieve a broad foundation of highly skilled engineers that will succeed and progress within our company. We will continue to work locally with schools, colleges and universities to educate young women about the possibilities and the potential of careers within engineering and manufacturing.

Steve Joyce
HR Director on behalf of Airedale International Air Conditioning Ltd