



Lowri Beck Services Limited

Gender Pay Gap Report 2018



What is the gender pay gap?

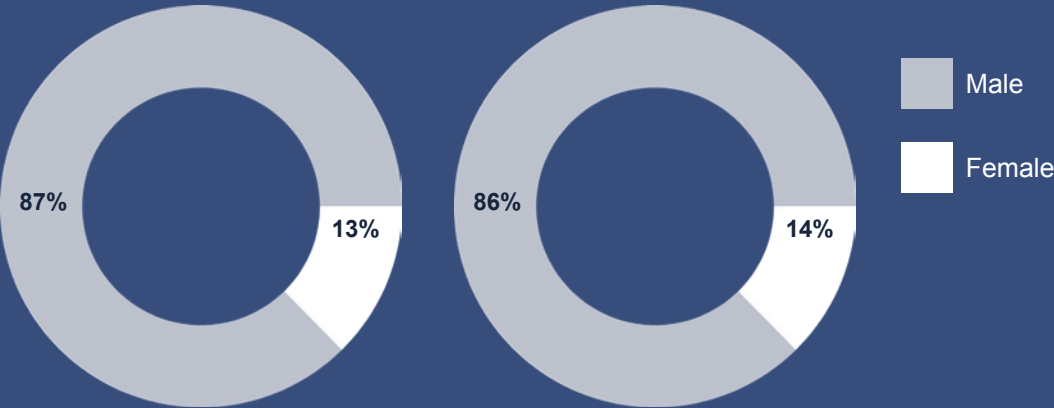
The gender pay gap is the difference in pay between men and women across an organisation.

This is not the same as equal pay. Equal pay refers to two people being paid the same for doing the same or comparable work.

The gender pay gap measures the difference in earnings across the entire organization, highlighting where women earn less than men, and if men or women are segregated into certain roles.

It is a legal requirement to pay people equally for equal work.

Workforce Representation



What do the numbers mean?

In order to report our gender pay gap we are presenting three groups of data to support the Government's requirements.

Here is an explanation of each:

Our Hourly Rate

How our hourly rate differs for men and women at Lowri Beck

Presented as an average (the **mean**) and as a central cut (the **median**)

Our Bonus

How our bonus rate differs for men and women at Lowri Beck
Presented as an average (the **mean**) and as a central cut (the **median**)

How our bonus eligibility differs for men and women

Our Pay Quartiles

Ordered from top to bottom by hourly rate, what percentage of the quarter is men and women

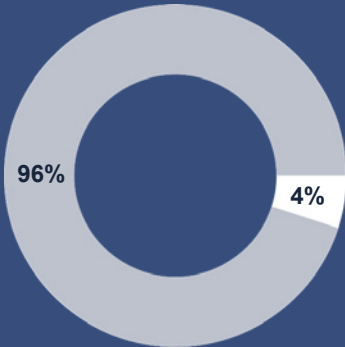
When are the numbers from?

The date is captured in our internal HR and Payroll system and all figures are taken from the 5th April 2018, in line with the Government reporting guidelines.

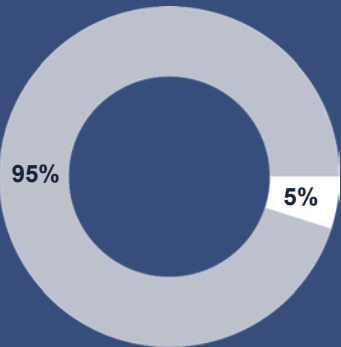
Field Split

We've seen a 1% increase in the female proportion of staff in our field roles since 2017, which demonstrates the challenge within our industry, but our investment in changing this.

2017

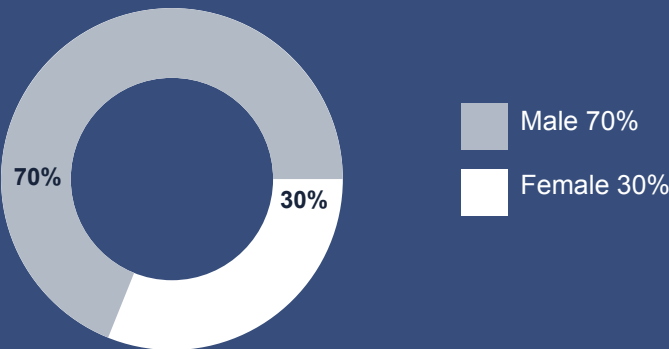


2018



Support split

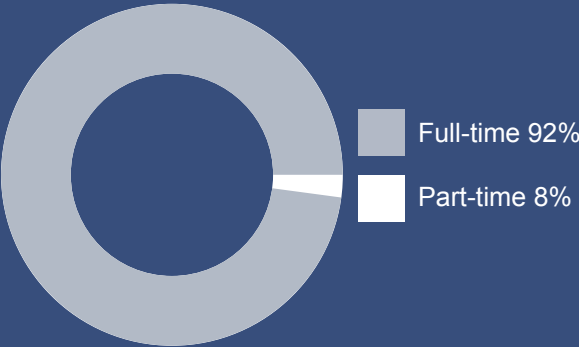
2018



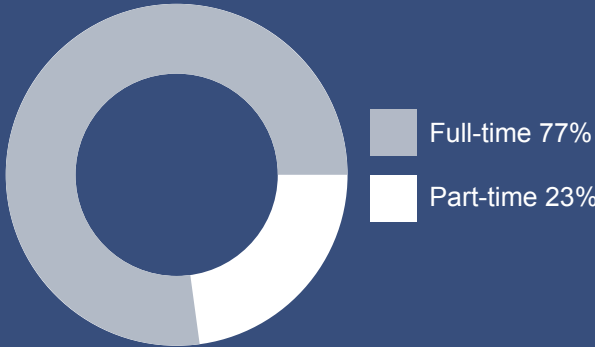
Part-time/ Full-time split

2018

Male



Female



Pay Gap

Difference between men & women

	Mean	Median
Gender Pay Gap		

2018

11.28% 15.60%

Pay Quartile Proportions 2018



Bonus Gap

Difference between men & women

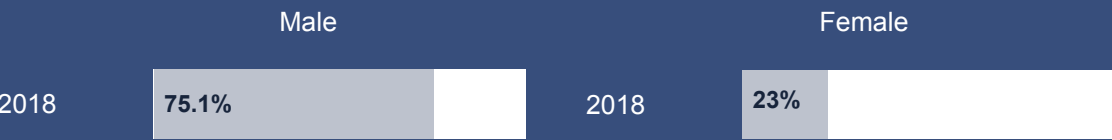
	Mean	Median
Bonus Gap		

2018

31.70% 38.68%

Proportion Receiving Bonus

Increase of 66 females which is 13.5% increase in female staff since 2017.



Understanding our results

Overall our work force split is 87% male, which is not that surprising as we operate in a heavily male dominated industry and a large proportion of our staff are field based, which are roles still associated with males. In 2018 we have seen a 1% decrease in the number of females within our company, but on closer inspection it can be seen that we have had a 1% increase in the female proportion of our field staff. As this is our most challenging area for recruitment of females, we are really pleased to see this marginal increase.

It can also be noted in the data that a higher proportion of females work part-time hours compare to males. This is not all traditional part time working, as a large proportion of these part-time hours are due to flexible working hours and shift work within our contact centre and scheduling department, therefore the overall hours decreased if less than expected with part-time work. This split does however have the possibility to affect our gender pay gap in the longer term, as part-time workers often find it harder to progress within an organisation. We however feel confident that our attitude and increased availability of flexible working will not lead this group of workers to experience the extremes of the gender pay gap.

Pay Gap and Quartile proportions

Our mean gender pay gap is 11.28% meaning on average women are earning 11.28% less than men. This does not mean they are being paid less to work the same roles, as this is gender equality not pay gap. As demonstrated by our pay quartiles we have a higher proportion of women working in lower and lower middle roles which shifts our pay gap in favour of men. To help combat this we need to look at how we can support more women to progress and enter at upper middle and upper pay quartiles.

Bonus Pay

Our mean bonus pay gap is 31.70% in favour of men, meaning on average men are receiving a bonus that is 31.70% higher than women. It can also be seen that 75.1% of men received a bonus and 23% of women received a bonus. This large difference is due to the fact that the largest area of our workforce that receives a bonus is the field, which is highly male dominated. Therefore, when we look at the company as a whole, this data is skewed by this fact. More men will have received a higher average bonus as more men are eligible for a bonus due where bonuses are offered within our company. Reflecting back on this we not only need to look at our incentive programmes but also report the breakdown of these figures in future reports.

Where do we go from here?

We still operate in a male dominated sector, and this is unlikely to change in the immediate future, but we are committed to making strives in this area and work towards incremental changes in this. We set our pay rates based on roles regardless of gender of post holders, therefore the single most influential factor that will enable us to close the gap will be improved attraction and recruitment of more females into this traditionally male environment. We know we have a challenge in this areas, especially within our field, but we believe small increases, such as seen this year in our field split, is a step in the right direction.

We recognise the benefit of increasing the diversity of our workforce, not only by attracting more females, but across the board. This passion can be seen in us truly subscribing to the International Women’s Day theme for 2019: ‘Balance for Better’. In 2019 and looking forward we will as a business strive for ‘Balance for Better’ across all areas, not only gender

What we said we’d do:

Celebrating women involved in our business publicly.	Celebration of International Women’s Day 2019 featuring not only women in our business, but also some of the men who work to improve balance at Lowri Beck
Review of recruitment practices to attract more females to consider working for us.	Ongoing, with some adjustments happening to existing roles to support balance and role attraction
Survey and set up focus groups with our women to ensure we identify and address any barriers to entry/progression.	This will form part of our Corporate Responsibility programme, and the work to complete our Flexible Working policy
Introduce a business wide incentive scheme to improve access to bonuses across our whole team.	This is in development, expected to be introduced in Autumn 2019
Introduction of development plans to aid career progression.	This has formed part of our organisation wide Learning & Development programme, with this element to be introduced in Autumn 2019.



"As a business, and as an industry, we have some way to go to attract more women to the workforce, and I’m committed to supporting this. While change takes time I’m pleased to see further improvements to the workforce representation will be reported next year.

To support continued development, we are about to embark on a year-long corporate responsibility and team development programme. This will facilitate progression and sustainability across our organisation. Additionally, within the next 6 months we will be introducing a new Flexible Working Policy, supporting managers and team members alike in the introduction where possible of working hours and conditions that fit our people, regardless of gender.

I maintain that brilliance at Lowri Beck comes through diversity, and I’m excited to see how much more we can achieve over the next 12 months with the fantastic team we have at Lowri Beck."

Tracy Sanderson, Director of Change



Lowri Beck Services Ltd is an independent metering, data collection & data management services business, providing nationwide metering & data services to the utility industry and beyond since 1996.

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