

UK Gender Pay Report 2024

Gender Pay Gap legislation requires an employer with 250 employees or more to publish their gender pay gap for their employees. The data shows the position on gender pay as 5th April 2024 for the GB entity of RLC UK.

What are the Gender Pay statistics for RLC UK (Altham)?

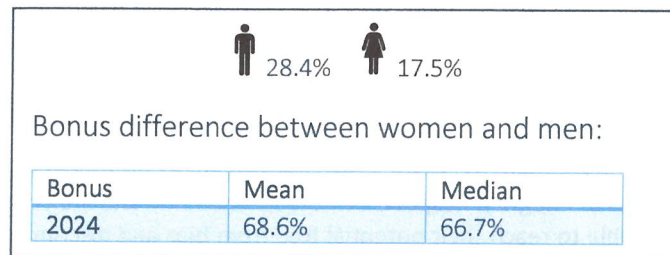
The Gender Pay Gap is defined as the difference between the **mean** or **median** hourly rate of pay of men and women. The **mean** gender pay gap is the difference between the average hourly earnings of men and women across a whole workforce. It is influenced by a range of factors, particularly the demographic of the company’s workforce. Details of our gender pay gap are set out below:

- The **median** hourly pay gap is the **difference between the midpoints** in the ranges of hourly earnings of men and women.
- Our **mean** gender pay gap is -43.5% and is calculated on the basis of earnings for the pay period ending 5th April 2024.
- Our **median** gender pay gap is -73.1%, for the same period.

A negative percentage shows that men have lower pay or bonuses than women. The mean and median gender pay gap figures for RLC UK (Altham) show that, whilst we employ a greater number of men within our business, our female population are predominately in staff roles that attract higher salaries.

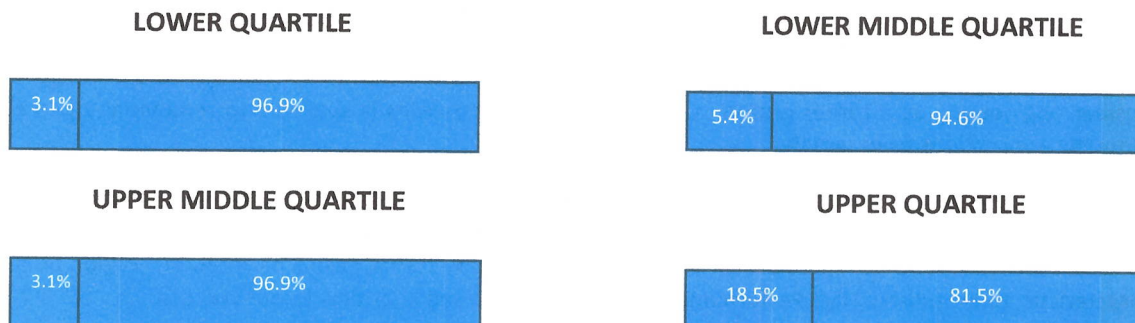
Proportion of employees receiving a bonus:

In the 12 months preceding 5 April 2023 this includes bonus made for long service and payment made for additional work on bank holidays.



Gender profile by pay quartile:

This information shows the gender split when ordered by hourly rate of pay from the highest to the lowest and grouped into four equal quartiles.



Recruitment Summary 2022 – 2024:

Between 5th April 2022 and 4th April 2023, RLC UK hired 112 employees, of whom nine (8%) were female. In the following period, from 5th April 2023 to 4th April 2024, the company hired 73 employees, with five (6%) being female. This data highlights a decline in both total hires and female hires, with men representing the majority of recruits. Notably, in the most recent period, 71% of the hires were for shop floor positions, which are typically male-dominated roles, contributing to the higher proportion of male recruits.

Data from respected sources identifies the proportion of women working in engineering and technology roles has decreased from 16.5% to 15.7% over the past year, with women now comprising just 7% of the total workforce in these fields. However, at RLC UK, women represent 13% of the headcount within engineering and technology roles, outpacing the industry average.

Respected sources identify only 18% of undergraduate students in engineering and technology are female, reflecting a concerning gender disparity, at RLC UK this challenge is reflected in our workforce, where only 3% of our undergraduates in engineering and technology are female. Given that A-levels in mathematics and physics are often prerequisites for engineering and technology degrees, RLC UK aims to spark interest at an early age through pro-active engagement with local schools to encourage more young women to pursue careers in these fields, either through degree qualified routes or apprenticeships.

How does RLC UK (Altham) aim to enhance its appeal as an employer?

RLC UK are committed to equal pay (where a woman and a man receive equal pay for the same or similar job) through fostering a fair and transparent environment where employees are rewarded based on their role via an assessment which is consistent, unbiased, is not discriminatory and does not undervalue work typically done by women.

We recognise that the aerospace and engineering sectors rely heavily on a workforce qualified in science, technology, engineering, and mathematics (STEM) fields. Like others in similar industries, RLC UK faces challenges in recruiting female employees with STEM qualifications and experience, largely due to the limited number of women pursuing education and careers in these areas. This underrepresentation also creates challenges in identifying female candidates with the knowledge and expertise required for senior leadership roles.

Respected sources identify only 9% of engineers at the highest career grade are women, and women constitute just 8% of those in the top pay quartile. As RLC UK do not currently have any female engineers in the top pay quartile, we are addressing these recruitment challenges through providing a supportive career development which will enable RLC UK to attract and retain the best talent and thus reduce the gender pay gap and foster greater representation of women in senior, higher-paid positions.


At RLC UK, we are dedicated to attracting, developing, and retaining top talent by fostering an inclusive environment where everyone has equal opportunities to succeed. Senior leadership appointments are based on skills, behaviours, knowledge, and experience. However, we acknowledge that achieving diversity and inclusion requires continuous effort, and we are committed to increasing female representation across all levels of the organisation. Our proactive approach includes apprentice and graduate recruitment and retention programmes, as well as partnerships with local education providers, to attract and nurture talent from an early age. We also offer early-career development programmes to support progression.

At RLC UK, we have made a significant investment to create a High Performance Culture based on inclusivity, diversity, and equality through embedding our values of Integrity, Respect, Ownership and Pride and are committed to creating a diverse workplace where every employee is able to reach their potential free from bias and discrimination at every stage of their employee lifecycle.

By nurturing diversity within our workforce, we will create a more sustainable future and recognise to achieve a better gender balance may take years and therefore, we have implemented and promoted activities that will attract and retain talent. Our focus remains longer term sustainable changes and since our last submission, we have introduced new graduate and apprenticeship programmes to attract and develop a more diverse workforce. Additionally, we have continued to expand our career frameworks beyond our engineering and quality functions to ensure there are opportunities for all to progress to senior positions providing opportunities at all levels and across the functions. These approaches demonstrate our commitment to invest in future talent and through engaging with the local community we hope to encourage more females to consider engineering as a career option. Our flexible working policies is available to remove any perceived barriers to encourage applications from females.

We are proud to state that we are led by a female Chairman and both the Senior Leadership, and the Extended Leadership Teams have female representation. This demonstrates our commitment to attract, retain, develop, and promote individuals of all backgrounds, regardless gender, race, age, disability status, sexual orientation, religion or any other such characteristic, to establish a High Performance Culture which we see as critical to our success.

I confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Managing Director Name	Managing Director Signature	Date
Gareth Davies		2 APRIL 2023