

Gender Pay Gap Report 2017



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Total Employees = 722
80.3% Male v 19.7% Female

SAS International is required by law to publish an annual gender pay gap report. This is the report for the snapshot date of 5th April 2017.

Mean and median gender pay gap		
	Mean hourly pay	Median hourly pay
Pay gap	22.1%	24.9%

Proportion of males and females in each quartile pay band		
Quartiles	Male	Female
Lower	59.4%	40.6%
Lower Middle	83.4%	16.6%
Upper Middle	87.8%	12.2%
Upper	90.6%	9.4%

Mean and median gender bonus gap		
	Mean Gender Bonus Gap	Median Gender Bonus Gap
Gender bonus gap	-23.8%	-40%

Proportion of males and females receiving a bonus payment		
	Male	Female
% of male and female employees receiving a bonus	5.8%	4.2%

Gender Pay Gap Report 2017

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of SAS International's gender pay gap

Under law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

SAS International is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

The Company has a policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- Evaluates job roles and pay grades as necessary to ensure a fair structure.
- Intends to carry out pay and benefits audits at regular intervals through the HR department.

SAS International is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

SAS International is a manufacturing/engineering organisation and historically across the UK economy as a whole in this sector, men are more likely to be in technical and engineering based roles and as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation.

The EEF report that the average make up of employers within the manufacturing industry is 85% male and 15% female. At SAS International, the ratio of men to women is 80% male and 20% female.

The pattern from the UK economy as a whole is reflected in the make-up of SAS International's workforce. The majority of line manager and senior manager roles are held by men.

This can be seen above in the table depicting pay quartiles by gender. This shows SAS International's workforce divided into four equal-sized groups based on hourly pay rates, with the lower quartile including the lowest-paid 25% of employees and the upper quartile covering the highest-paid 25%.

Within SAS International, 59.4% of the employees in the lower quartile are men and 40.6% are women, however, the percentage of male employee's increases throughout the remaining quartiles, from 83.4% in the lower middle quartile to 90.6% in the upper quartile.

Gender Pay Gap Report 2017



How does SAS International's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap. The median gender pay gap for the whole economy (according to the May 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 18.4%.

The median pay gap for full time workers only in the UK is 9.1% (ONS), however in the manufacturing industry this is reported to be 20.08% (EEF).

At 24.9%, SAS International's median gender pay gap is therefore higher than would be expected currently for our industry sector.

Actions to address the gender pay gap

SAS International's gender pay gap is higher than the UK economy as a whole, it is a subject which the Company takes very seriously and is fully committed to taking action to reduce the gap. SAS International recognises that its scope to act is limited in some areas. However, the first key step is to raise awareness of the gender pay gap at director level and the senior management team. Below are some of the areas the Company will focus on moving forward and some of the measures already in place to start to reduce the gender pay gap.

1. Raise Awareness

Raise awareness and provide regular data to Board, Directors and all employees.

2. Talent Mapping

The Company is undergoing a Talent Mapping process to identify the key talent within the business and identify those who can progress into senior roles within the business. Whilst this process aims to identify talent irrespective of gender, we will aim to resolve any blockages, bias or training gaps which could deter female talent from progression.

3. Recruitment and Selection

The Company is currently reviewing its recruitment policies and procedures along with career development opportunities. The Company is particularly keen to attract and recruit more female employees in all roles.

SAS International is in the process of arranging external training for Line Managers and Senior Managers on unconscious bias when recruiting and promoting employees into roles within all areas of the business.

Other initiatives include:

- Review of career development opportunities, in particular a management and leadership course running across all departments. This began in 2017, and will aim to reach a broader range of people within the business as it continues throughout 2018 giving managers the core skills required to effectively manage and develop their teams;
- Launch school / college partnering scheme to raise young people's awareness of different career opportunities within the manufacturing, engineering, and construction industry sector to help dispel any misperceptions and stereotypes.

We will review the apprenticeship scheme currently in operation to target more females entering the business via this route. The Company has begun working actively with local colleges and universities to promote opportunities for female apprentices or female graduates. We will also take advice, information and research from sources such as WISE and Women in Engineering. SAS International also wants to identify diverse senior female role models both internally and externally to provide mentoring. This will have a positive impact on gender diversity as this continues over the next few years and we will expect to see a decrease in the gender pay gap in the long term.

Gender Pay Gap Report 2017



Actions to address the gender pay gap

4. Reviewing Family Friendly and Flexible Working Policies

SAS International has already made a positive step in the review of family friendly policies by enhancing pay related to parental leave across the whole business. The intention over the next 12 month period is to ensure the flexible working policy is clear, and that employees in all areas and at all levels of the organisation will be considered for flexible working regardless of their role and level of seniority and clarify flexible working does not always have to mean part time working.

5. Supporting Parents

SAS International will develop new guidelines for managers on supporting employees prior to, during and on return from any parental leave, to be backed up by training for all line managers and senior managers on understanding flexible working policies.


In the meantime, SAS International is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that the Company is making. We recognise there is a gap which we are taking very seriously and are committed to reduce this over the next few years through the positive initiatives outlined above.

Next year we will be reporting figures at April 2018, and we have already seen some improvement across quartiles to show a positive change.

SAS International has plans to extend its evidence gathering to include qualitative data. It will do this through a consultation exercise across all areas and levels of the organisation to identify the barriers (and the drivers) for female employees.

Any further initiatives launched throughout the year will be reported in 2018 report.

I, Todd Altman, Chief Executive, confirm that the information in this statement is accurate.

Signed 

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