

Introduction:

S. Cartwright & Sons (Coachbuilders) Ltd is committed to the principles of equal pay for all our employees. We strive to eliminate any gender bias in our pay and remuneration systems and understand that equal pay between males and females is a moral obligation and a legal right.

S. Cartwright & Sons (Coachbuilders) Ltd is presenting the following data which has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data correct as at 5th April 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. As at 5th April 2017 S. Cartwright & Sons (Coachbuilders) Ltd employed 507 employees; 95% being male and 5% being female.

Gender Pay Gap Data:

Gender Pay Gap:

This data includes all permanent employees and shows the difference between the average hourly pay of male and female employees.

Mean Gender Pay Gap = -7.2%
Median Gender Pay Gap = 1.6%

Bonus Gender Pay Gap:

This data includes all permanent employees and shows the difference between the average bonuses paid to male and female employees.

Mean Bonus Gender Pay Gap = 0%
Median Bonus Gender Pay Gap = 0%

Proportion of male and female employees receiving bonuses:

This data includes all permanent employees and shows the percentage of male and female employees that were paid a bonus in the pay period.

Male = 0%
Female = 0%

Gender Split by Pay Quartiles:

This data includes all permanent employees and shows the percentage of male and female employees in each pay quartile.

	Male	Female
Upper Quartile	96.1%	3.9%
Upper Middle Quartile	95.3%	4.7%
Lower Middle Quartile	95.3%	4.7%
Lower Quartile	94.4%	5.6%

Observations:

S. Cartwright & Sons (Coachbuilders) Ltd recognise that the gender pay comparison figures may suggest that a degree of unfairness in pay exists however there are several factors which explain this:

- The majority of our lower paid 'shop-floor' roles including our apprenticeships are undertaken by males which accounts for the negative gender pay figure.
- In common with many manufacturing industries, S. Cartwright & Sons (Coachbuilders) Ltd workforce is predominantly male; with a significant number of management positions (both mid-level and senior-level) being occupied by men.
- For shop floor vacancies we received a somewhat limited number of applications from females. We recognise that there is a wider problem of attracting women into engineering. Statistics, as reported by the Institute of Engineering and Technology's (IET) 2016 Skills Survey, show that only 9% of the engineering workforce is female in the UK.

Action Plan:

The Cartwright Group endeavours to take the following actions as the result of the gender pay reporting:

- **Recruitment:** Engineering is a typically male-dominated industry and this is consistent with the breakdown of male and female employee numbers within The Cartwright Group. The company offers roles equally to male and female applicants but receives fewer applications from women than men. We are working hard to address this imbalance and have strong connections with local schools and colleges. Through regular outreach activities, The Cartwright Group aims to inspire more young women to study STEM-related subjects. We will continue to ensure equality in our recruitment processes.
- **Training and Development:** The Cartwright Group continue to make development opportunities available to all employees irrespective of gender, including Apprenticeship development. In addition, we will actively encourage our female workforce to develop their skill set.
- **Company Policies:** We will conduct a review of Company Policies and Procedures in an attempt to encourage more females into the business. The focus will be on ensuring the effectiveness of family friendly policies.

Declaration:

I confirm that this published information is accurate for the dates referred to above.

Mark Cartwright
Group Managing Director
The Cartwright Group