



Lowri Beck

Gender Pay  
Report 2019

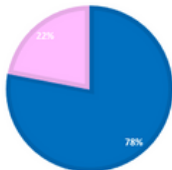
## What is the gender pay gap?

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.

## Gender representation

### WORKFORCE GENDER SPLIT

■ Male ■ Female



## Our changing workforce

Lowri Beck Operates in a traditionally male dominated industry, so it is no surprise that our entire workforce gender split is 78% Male and 22% Female. It is however surprising that in a year we have seen an 8% increase in the number of females within the business. This vast increase has unfortunately not affected our gender split in our field based roles. The overall increase is due to a large movement in the Support Function gender split, on the snapshot date. This is a major step forward for Lowri Beck, as the utility industry is a predominantly male sector however it does highlight the difficulty in attracting females into field based roles.

## What do the numbers means?

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 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 all men and women at Lowri Beck.

### 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).

### 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 2019.

### Our Pay Quartiles

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

## What's the difference between mean and median?

- A Mean average involves adding up all the numbers and dividing the result by how many number there are.
- A median average involves listing all the numbers in numerical order and finding the middle number.

### Mean and median gender pay gap

Difference between hourly rate for men and women including any bonus or performance related pay.

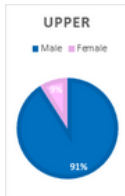
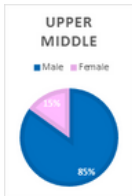
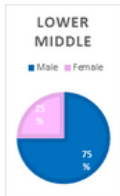
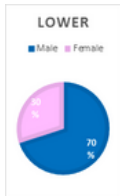
**Mean**  
19.22%

**Median**  
14.04%

## How our hourly pay has changed in a year

The mean gender pay gap has increased since 2018 demonstrating that the gap between male and female pay on average across the organisation has grown. This is likely due to pay grade and pay level, as males and females are paid the same for the same role, as the numerical calculation of the mean gender pay gap can be heavily 'dominated' by small rates or bonus payments. There is a high level of males within the field teams, both of which can receive a bonus, and one of the teams is on a significantly higher salary due to the skilled nature of the role. If the levels of females were to increase within this skilled field role, the mean gender pay gap would likely decrease. The median gender pay gap have decreased since 2018, demonstrating that the gap in the middle of the workforce is closing. The median as a numerical calculation shows a 'typical' image of the workforce pay situation as it is not heavily affected by large or small, pay or bonuses. This indicates that for a 'typical' male and a 'typical' female their pay gap is shrinking.

## Pay quartile proportions



## Reflection of growth

As seen previously there has been a significant increase in the levels of female employees within Lowri Beck between 2017 and 2019, it is positive to see this reflected in all four of the pay quartiles. This indicates that females have joined or progressed within the business at all levels, not just within the lower quartiles. It can be seen that the increases are larger within quartile 1 and 2, compared to quartile 3 and 4, however small incremental increases can lead to an overall positive change.

## Bonus Gap

Difference between all bonus payments received in the 12 months leading to the snapshot date for all men and women, irrelevant of whether they are entitled to a bonus as part of their package.

**Mean**  
25.03%

**Median**  
38.16%

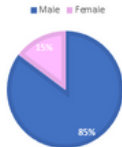
## Closing the bonus Gap

The mean bonus gap has reduced from the previous year. This is a positive sign as it indicates that the average female is becoming closer to the bonus pay of the average male. It is therefore slightly disappointing that the median gap has increased slightly meaning the difference between the 'typical' female bonus and the 'typical' male bonus has increased. As bonuses are only available to those within field teams, the mean bonus gap results are positive as there are significantly less females working within the field teams. Continuing to close this gap and ensure all bonus schemes are related to role rather than gender could increase the appeal of working within field roles to females.

## Our bonus schemes

When looking at the proportion of bonuses received across the entire business it is no surprise to see such a low percentage for females, due to the Field teams being the only area of the business with a bonus as part of their benefits package. As shown earlier this is a heavily male dominated area.

PROPORTION RECEIVING BONUS



## Action plan updates

In the 2018 report actions were committed to in order to improve our gender pay figures. Here are the updates:

2018 actions	Updates
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	In 2019 Lowri Beck celebrate International Women's day and the theme of balance for better. This is being included in our yearly communications plan to enable us to continue to support this movement.
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<p>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.</p>	<p>In 2019 Lowri Beck celebrate International Women's day and the theme of balance for better. This is being included in our yearly communications plan to enable us to continue to support this movement.</p>
<p>Review of recruitment practices to attract more females to consider working for us</p>	<p>As part of a review of all recruitment practices this is ongoing to ensure best practice is being used and all necessary due diligence criteria are met.</p>
<p>Survey and set up focus groups with our women to ensure we identify and address any barriers to entry/progression.</p>	<p>This action is ongoing.</p>
<p>Introduce a business wide incentive scheme to improve access to bonuses across our whole team, due in Autumn 2019</p>	<p>Due to significant business change in August 2019 this action has not yet been completed but is still part of the plans for the future.</p>
<p>Introduction of development plans to aid career progression as part of our organisation wide Learning &amp; Development programme, with this element to be introduced in Autumn 2019.</p>	<p>Due to significant business change in August 2019 this action has not yet been completed but is still part of the plans for the future.</p>

### Those actions being brought forward:

- Review of recruitment practices to attract more females to consider working for us
- Survey and set up focus groups with our women to ensure we identify and address any barriers to entry/progression.
- Introduce a business wide incentive scheme to improve access to bonuses across our whole team, due in Autumn 2019
- Introduction of development plans to aid career progression as part of our organisation wide Learning & Development programme, with this element to be introduced in Autumn 2019.

### New actions:

- Ensure males within Support Functions feel their needs are still being met, despite the large shift in the gender split via setting up focus groups
- Examine the usage of Casual and Temporary/Fixed Term contracts in relation to unintentional gender bias
- Ensure all bonus schemes are based on role and targets and are not unintentionally gender bias

**I confirm that the information contained within this report is accurate.**

**David Donnelly**  
**HR Director, Lowri Beck Services**



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