



GENDER PAY GAP REPORT 2021



CONTENTS

CHAPTERS

1. HOW IS THE GENDER PAY GAP CALCULATED?
 2. OUR RESULTS
 3. OUR JOURNEY
 4. OUR 2021/2022 PAY GAP ACTION PLAN
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EXECUTIVE SUMMARY

Ideal Boilers' employee journey seeks to ensure a fair, inclusive, safe and supportive working environment where everyone can achieve and enjoy their work.

We are an equal opportunities employer and as such, inclusion and diversity are part of our business strategy. Our team bring out the best in each other to inspire innovation, deliver excellence and build our long-term success. We recognise that the output from gender balanced teams is more innovative, more creative and improves culture.

Like many manufacturing-based businesses, we have a relatively low proportion of female to male colleagues, and we know we need to continue to build on what we have done over the past few years to encourage women into engineering and the associated support functions.

Our 2021 report shows that our mean gender pay gap has remained static, our median pay gap has decreased slightly against 2019 (and significantly against 2020 although due to the impact of the pandemic, the 2020 data is skewed) due to more females in the lower middle, upper middle and upper pay bands than previously.

We continue to support development and progression for females in the business through a range of initiatives including an Aspiring Leaders programme, flexible working arrangements, showcasing female role models and promoting clear career paths particularly for those starting with us in more junior roles.

HOW IS THE GENDER PAY CALCULATED?

- Employers with 250 or more employees are required to publish and report specific figures about their gender pay gap each year
- On the statutory snapshot date of 5 April 2021, the number of employees at Ideal Boilers was 848 and therefore above the threshold for reporting
- The data for this report is based on April 2021 payroll data
- The 'gender pay gap' is not the same as equal pay. Equal pay is about the differences between men and women performing the same work and is unlawful. The gender pay gap is concerned with the differences in the average earnings of men and women regardless of their job role. It is influenced by a range of factors including the demographics of a Company's workforce

OUR RESULTS

GENDER REPRESENTATION (OUT OF 848 EMPLOYEES)

The number of people employed by Ideal Boilers has decreased from by 8, from 856 in 2020 to 848 in April 2021. The gender split was 18% female and 82% male. This is unchanged since the same time in 2020.

Our mean gender pay gap is 22.1% and this is an improvement on 2020 and similar to 2019. At 28.5%, our 2021 median gender pay gap is an improvement on both 2020 and 2019 which is encouraging.

PAY QUANTILES

We have seen some moderate positive movement in the pay quartiles in the past 2 years. In the lower middle quartile, there is 1% more female representation, in the upper middle quartile the proportion of females has grown by 1.72% and in the upper quartile has seen a 0.3% increase in female representation.

PROPORTIONS OF MALE AND FEMALE EMPLOYEES IN QUARTILE HOURLY PAY BANDS:



BONUS

Whilst fewer women (8.9%) than men (33%) received a bonus payment (due in part to the fact that the positions where employees are eligible to receive bonus payments, namely Sales and Service, are mainly occupied by men), the mean bonus gap is low at -0.7% and median bonus gap is 12.4%. This reflects the fact that there are more women receiving bonus in senior roles.

Outside of the more formal bonus schemes and incentives which make up the calculations above, all employees received a thank you award at the end of 2020. Everyone received the same value in recognition of their contributions to supporting our business' recovery after the initial impact of the pandemic.

JOURNEY

We are actively seeking to improve gender balance in our organisation. We are a key supporting partner of the Women Into Manufacturing and Engineering (WIME) initiative.

We are a major partner in supporting local schools and University Technical colleges with career events, influencing the curriculum, student placements and work experience programmes and encourage internal STEM ambassadors to assist in these activities. Through this, we have employed female engineering apprentices and the rewards of this are reflected in the increase in women in the Upper middle and Upper hourly pay bands.

We offer flexible working patterns wherever possible to enable work-life balance and to encourage the recruitment and retention of women to pursue their careers.

We recognise the need to work towards greater gender pay parity in all 4 pay quartiles, with particular emphasis on the lower quartile Q1. Q1 has the highest female representation in our business, many of whom work part time hours. We regularly benchmark pay and review pay bands as necessary to ensure that we offer fair and competitive remuneration that supports progression.

OUR 2021/22 PAY GAP ACTION PLAN

We are committed to enabling greater gender balance and closing the pay gap in our organisation through the following actions:

- Becoming strategic partners with further organisations campaigning for Women in Engineering
- Mentoring women who have chosen engineering or our related support services as a career path
- Further promoting STEM subjects in schools and colleges and providing an insight into ungendered engineering career options
- A new recruitment campaign advertising Ideal careers in a full range of disciplines and raising our profile as an employer of choice. We are to broaden the reach of our advertising and showcase female role models through video affirmations
- Encouraging and supporting the female talent pipeline through a range of programmes and development activities