

UK Gender Pay Gap Report

2020



UK Gender Pay Gap Reporting

- Doncasters Group is committed to creating a diverse and inclusive workplace that promotes tolerance, mutual respect and equal opportunity.
- We believe that diversity is an essential ingredient in a workplace culture that supports innovation and high performance.
- The following report contains six calculations that show the difference between the average earnings of men and women in our UK organisation. These six calculations are:
 - Our mean gender pay gap
 - Our median gender pay gap
 - Our mean bonus gender pay gap
 - Our median bonus gender pay gap
 - Our proportion of males and females receiving a bonus payment
 - Our proportion of males and females in each quartile band
- We support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

Pay difference between women and men

- The following slides show a snapshot at **5th April 2020** of the difference between the average hourly pay of all women compared to all men, irrespective of their role or level in the organisation and is expressed as a percentage of men's average pay.
- The hourly pay figures used to calculate the difference includes all items specified in the regulations such as allowances and shift pay.
- Our mean gender pay gap is 10.08%, this is lower than the current UK national average which is 15.50%*.
- In the UK, our gender pay gap is comparable to other companies operating in our sector.

**Source: Office of National Statistics 2020*

Pay difference between women and men

- Doncasters relevant employees in the UK at 5th April 2020

	2020	2019
Average Female hourly rate	£16.60	£16.51
Average Male hourly rate	£18.46	£16.69
Difference in hourly rate	£1.86	£0.18
Our Mean Gender Pay Gap	10.08%	1.08%
<i>UK 's national mean pay gap</i>	<i>15.50%</i>	<i>8.90%</i>
Median Female rate	£12.54	£13.19
Median Male rate	£15.05	£14.47
Difference in median rate	£2.54	£1.28
Our Median gender pay gap	16.68%	8.85%

**Source: Office of National Statistics 2020*

Reason for pay difference

- At the snapshot date 5 April 2020 Doncasters in the UK had a total of 720 relevant employees (*2019 number 1,708*).
- The decrease in the number of employees relates to the disposal of certain businesses prior to the financial restructuring of the Group in March 2020.
- Of the 720 employees, 592 are men and only 128 are women.
- This is typical for companies like Doncasters due to a high number of roles requiring backgrounds in science, technology, engineering and mathematics (STEM) related fields, where the number of women working in these fields is significantly lower.

Bonus difference between men and women

- In the 12 months preceding 5th April 2020, Doncasters paid a bonus to 132 males and 42 females as shown below;
- Average bonus paid to women: £2,911.33
- Average bonus paid to men: £4,818.34
- **Difference in mean bonus pay: 39.6%**

- Median Female bonus: £255.00
- Median Male bonus: £260.00
- Difference in median bonus: £5.00
- **Difference in median bonus pay: 1.9%**

Gender breakdown per pay quartile

The chart below shows our pay per quartile data across our UK sites as at 5th April 2021.

	Females		Males		Total
	No	%	No	%	
Top Quartile	32	17.78%	148	82.22%	180
Upper Middle Quartile	19	10.56%	161	89.44%	180
Lower Middle Quartile	29	16.11%	151	83.89%	180
Lower Quartile	48	26.67%	132	73.33%	180
Total	128	17.78%	592	82.22%	720