



Lorne Stewart Group Gender Pay Gap Report

The regulations require any organisation with 250 or more employees on 5th April 2020 to publish and report specific details of their gender pay and bonus gap.

The gender pay is the difference in the average pay and bonuses of all men and women across an organisation. We are confident that we have equal pay for work of equal value, however we do have a gender pay gap when we compare the overall average pay and bonuses for women and men.



Mean and median pay and bonus gap		
	MEAN	MEDIAN
Gender Pay Gap	47.4%	42.8%
Gender Bonus Gap	88.4%	47.8%

The Engineering and Facilities Services sector still continues to have an unequal distribution of men and women across the company. Men continue to dominate this sector as fewer women choose this area when selecting this as a career choice compared to men. It is our experience that men or women are over-represented in specific roles. Administration, support services/cleaning roles, tend to be lower paid and are traditionally dominated by women whilst the higher paid roles are within engineering which are dominated by men. Women are being encouraged to choose a career in this sector as a viable career option and education in schools through STEM initiatives is also a positive reinforcement.

The biggest contributing factor to our gender pay gap is that men hold more of the senior positions than the women. Due to this the higher paid colleagues are male and therefore make up a much bigger proportion of the management positions.

Proportion of employees in each pay quartile band		
PAY QUARTILE	MALE	FEMALE
Upper	99.3%	0.7%
Upper Middle	96.5%	3.5%
Lower Middle	64.6%	35.4%
Lower	57%	43%

The lower end of the quartile tends to be less technical and the proportion of employees are very similar. Our bonus payments as you can see there is a slight increase in our female employees.

Proportion of employees receiving a bonus	
MALE 23.1%	FEMALE 29.9%
	

Many of our employees are governed by National Agreements which dictate the pay and rewards. Employees who are not governed by these agreements are paid and rewarded by taking the following factors into consideration; the performance of the company, economic climate and the external market within our industry. Pay and rewards continue to be reviewed, taking the gender pay gap into consideration.

As with the majority of business within the UK, 2020 has been a difficult year for us due to the COVID-19 pandemic. On the whole, annual salaries and bonuses were put on hold across the board.

We continue to encourage better gender balance throughout the organisation and are committed to addressing the gender gap. We are currently looking at improving our Diversity and Inclusion policy and continue to ensure that our Recruitment strategy also promotes our apprentice programme in reaching the female audience at an earlier stage of their career.