



Gender Pay Gap

Report 2022



Contents

- > **Executive summary**
 - > **How is the Gender Pay Gap calculated?**
 - > **Our results**
 - > **Our journey**
 - > **Our 2022/2023 Pay Gap Action Plan**
-

Executive summary

Ideal Boilers Ltd's 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 values. 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 2022 report shows that our mean Gender Pay Gap has increased slightly and our median pay gap has decreased against 2021 due to more females in the lower and upper middle pay bands than previously.

We continue to support development and progression for females in the business through a range of initiatives including an Emerging 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 Gap 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 2022, the number of employees at Ideal Boilers Ltd was 925 and therefore above the threshold for reporting.
- > The data for this report is based on April 2022 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 925 employees)

The number of people employed by Ideal Boilers Ltd has increased by 77, from 848 in 2021. The gender split was 18% female and 82% male. This is unchanged since the same time in 2021. Our mean Gender Pay Gap is 23.7% and this is a slight deterioration on 2021. At 28.1%, our 2022 median Gender Pay Gap is a consistent improvement since 2019 which is encouraging.

Pay quartiles

We have seen some moderate positive movement in the pay quartiles in the past 2 years. In the upper middle quartile the proportion of females has grown by 2.16%.

Proportions of male and female employees in quartile hourly pay bands:



Bonus

Whilst fewer women (4.5%) than men (25.9%) 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 at -53.1% and median bonus gap at -95.9% is very low. This reflects the fact that there are more women receiving bonus in senior roles.

Our 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 hourly pay bands.

We are also celebrating the achievements of three team members who were all crowned winners at Hull and East Yorkshire's Women in Business: Women of Achievement Awards and flying the flag for women in science, technology, engineering and math subjects.

Shaun Edwards, CEO, said: ***"Encouraging women into engineering is important to us; having a diverse team across the organisation represents our values of inclusivity and equality of opportunity. All three of our winners champion this approach, inspiring and helping women understand the opportunities available in manufacturing and engineering. We are delighted this has been recognised through these awards."***

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 in our Service sector and on a part time basis.

We are currently developing career pathways to facilitate progression in this and other career fields. In addition, we regularly benchmark pay and review pay bands as necessary to ensure that we offer fair and competitive remuneration that supports progression.

Our 2022/23 Pay Gap Action Plan

We are committed to enabling greater gender balance and closing the pay gap in our organisation through continuing 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.