



# Gender Pay Gap Report

## FINDINGS AND ANALYSIS

REPORT AS AT APRIL 2017

## Introduction

The following report highlights any gender pay gaps calculated using a variety of methods including the mean and median averages thus offering a variety of results collected in a fair and reasonable manner. Information enclosed will be regarding WT Parker Ltd only.

Once the final figure is recognised, this allows for a rationale to be conducted as to the suspected reason for any pay gaps within the workplace, this will then eliminate any possible reasoning as to why the gaps are in place, for example, this may be due to a large number of males working within senior roles and the need for succession planning steered more towards lower level female workers.

## Background of the company

W.T Parker Limited are a national leader in Mechanical and Electrical engineering, employing circa 260 people. With numerous certified accreditations, W T Parker Limited offer a full design and builds service, carried out by highly qualified engineers to ensure compliance with relevant standards and the most up to date technologies.

## At a Glance

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	<b>Median</b>	<b>Mean</b>
Gender Pay Gap	31.1%	17.6%
Bonus Pay Gap	66.6%	0.77%

## Bonus Information

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### Proportion of males and females receiving a bonus

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67.2%

81.82%

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Note: The male proportion is based on 45 out of 67 males receiving a bonus and the female proportion is based on 9 out of 11 females receiving a bonus. Qualifying criteria for bonus payments is subject to minimum 12 months service and is performance based. The bonus scheme that WT Parker Limited operate is available to staff only and not site operatives.

## Quartile Banding

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### Proportion of males and females in each quartile

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Q1	88.9%	11.1%
Q2	96.8%	3.2%
Q3	100%	0%
Q4	98.4%	1.6%

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## Understanding the Gap

The analysis of our gender pay gap figures tells us that our gender pay gap as at April 2017 is apparent due to women holding fewer senior positions within the business than males. Overall women make up just 4% of the WT Parker Limited workforce, due to the nature of the industry we operate in, construction is predominantly male orientated and so many of the results will show a significant 'gap'. Within the published report any reason for discrepancies can be explained and justified.

## How we aim to bridge the gap moving forward

As a Company WT Parker Limited are highly committed to ensuring that talent is managed correctly and that individuals are focused on progressing careers. We concentrate on helping individuals with their personal development through educational qualifications and experience within the industry. Where possible the Company encourages females to enter the Mechanical and Electrical industry both within the office and on site.

WT Parker Ltd are well recognised for the successful running of apprenticeships, predominantly focusing on Electrical Apprenticeships but also offering opportunities in other areas and within the office. WT Parker Ltd work closely alongside apprentice training providers and educational institutes to advertise apprenticeships so that they are inclusive to both males and females however, trends identify that there are very few applications received from females. In 2017, 100% of the applications received by WT Parker Ltd for Electrical Apprenticeships were from males.

Progression and talent development is available to both site operatives and office staff within WT Parker Ltd.

Perception of the industry is something that WT Parker Ltd cannot change alone, studies suggest that women have a strong belief that there is a firm culture and practice in place within the Electrical and Mechanical working environment.

## Declaration

We confirm that WT Parker Limited's gender pay gap calculations are accurate and meet the requirements of the Regulations. The calculations, data and assertions contained in this announcement have been fully assured by the WT Parker Group Human Resources team, who have confirmed that the methodology provided in The Equality Act 2010 (Gender Pay Gap information) Regulations 2017 has been applied correctly.



Sean Smyth

CEO