

Gender Pay Gap Report 2021

Bucher Municipal Ltd advocates equality of opportunities for everyone, giving all employees the chance to develop and grow as professionals and as individuals.

We aim to be a fair, unbiased, and professional Company, committed to promoting equality and diversity. We are proud of our staff; we respect their views and invest in helping them meet their potential.

We are one organisation, no matter where we are based or what job we do.

The Company is committed to equal opportunities in all aspects of employment including pay, terms and conditions of employment, promotion/career opportunities, and training.

The gender pay gap is not the same as equal pay. It has been against the law to pay men and women differently for doing the same or similar jobs following the enactment of the Equal Pay Act 1970.

As an employer with more than 250 employees and in line with UK legislation we have been sharing our gender pay gap data since 2017. This report is based on data as at 5th April 2021 for a total of 500 employees.

Our Gender Pay and Bonus Gap:

	Mean	Median
Pay	-5.90	-7.73
Bonus	14.91	0.11

Our mean pay gap of -5.9% indicates that female employees on average are paid 5.9% higher than male employees.

This does not imply that employees of one gender are paid differently for doing the same job of work. Whilst it is rare for an organisation to have a negative gender pay gap – that is to say the typical hourly rate paid to women is higher than the typical hourly rate paid to men, the reasons for this are likely to be down to our organisational makeup and structure, that is to say where men and women are most often found within an organisation and the sorts of salaries those roles attract.

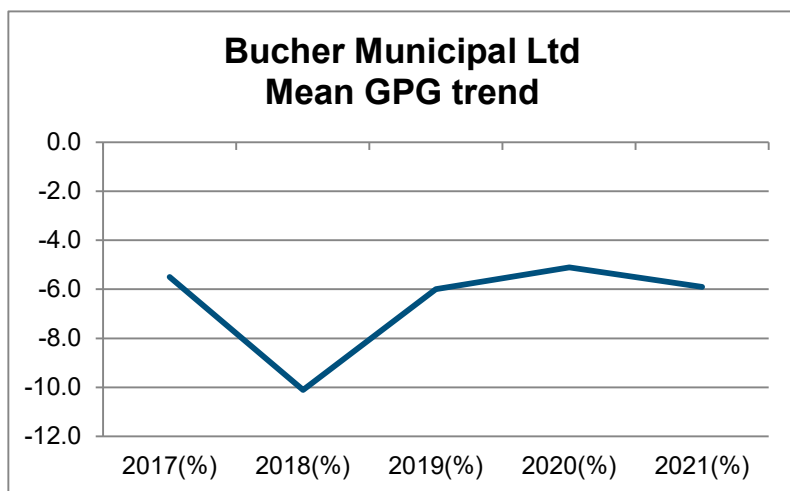
Our industry remains male dominated and as a result we have a high volume of male manual workers whereas a proportion of our female employees hold relatively well-paid roles such as finance, sales, HR, and similar white-collar posts. Having a high proportion of men in manual roles has repressed the average male pay rate.

Gender Pay Quartiles:

The chart below helps shed light on the underlying causes of our Gender Pay Gap results. The workforce was divided into four equal groups based on hourly rate to. For us to achieve the zero target, we would have to have the same ratio of men and women in each quartile. As you can see whilst it is close, they are not quite evenly balanced.

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	94.1 %	5.9%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	86.6%	13.4%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	94.1%	5.9%
D	Includes all employees whose standard rate places them above the upper quartile	83.2%	16.8%
All Bands	All employees	89.5%	10.5%

The chart below shows our Mean Gender Pay Gap trend since reporting began in 2017.



As described above, the mean gender pay gap 2021 for Bucher Municipal Ltd is minus 5.9%. To provide, context, in monetary terms this equates to minus £0.96 per hour.

Over the reporting years, with exception to 2018, we have seen a stable mean pay gap with only a -0.8 variance from 2020. Whilst we are not narrowing our gap, we are maintaining it and compared to other organisations in similar or relevant sectors we can see our gap is significantly narrower to them which places us in a very good position.

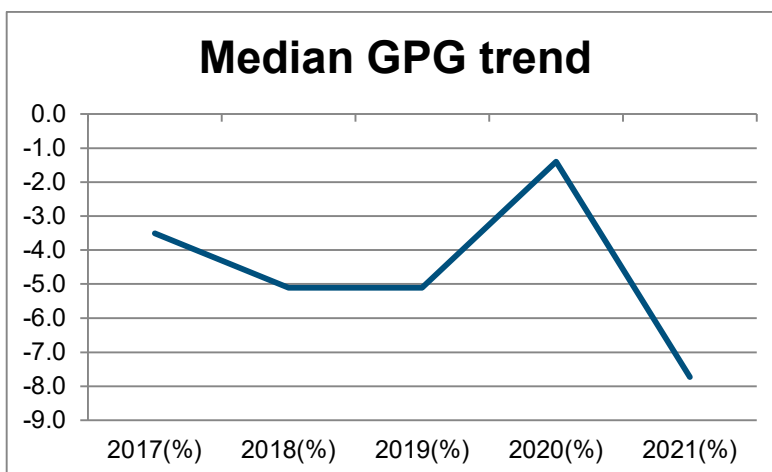
Group	Mean gender pay gap (%)
Bucher Municipal Ltd	-5.9
*Industry: Engineering and Metals	14.6
*Industry: Manufacturing and Production	14.0
National Statistics All Employees	14.4
National Statistics Manufacturing	11.5

**relevant benchmark data supplied by XperHR, Cendex gender pay gap reporting service*

The Median Gap:

This shows the percentage gap in the median salaries (including bonus payments) of men and women based on standard hourly rates during the pay period which fell on the 5th April 2021. The median is more representative than the mean of typical pay differences because it is less affected by a handful of considerably lower or higher salaries. The median gender pay gap for Bucher Municipal is -7.73% or in monetary terms minus £1.09 per hour.

Unlike our mean pay gap, our median results have seen more fluctuation over the years, with the most significant variance of -6.3 between 2020 and 2021.



How do we compare?

The precise reason for this year's fluctuation is unclear and will depend on a number of factors. However, our gap remains far narrower than those within comparable / similar industries:

Group	Median gender pay gap (%)
Bucher Municipal	-7.7
*Industry: Engineering and metals	13.7

*Industry: Manufacturing and Production	11.3
National Statistics All Employees	15.4
National Statistics Manufacturing	16.3

**relevant benchmark data supplied by XpertHR, Cendex gender pay gap reporting service*

Mean & Median Bonus Pay Gap:



The proportion of **female** employees in Bucher Municipal receiving a bonus is **92.5%** within the period

The proportion of **male** employees in Bucher Municipal receiving a bonus is **95.7%** within the period.



Group	Mean gender bonus gap (%)	Median gender bonus gap (%)
Bucher Municipal	14.91	0.11
*Industry: Engineering and Metals	31.0	8.8
*Industry: Manufacturing and Production	32.4	8.4
National Statistics All Employees	66.8	42.7
National Statistics Manufacturing	24.5	17.9

**relevant benchmark data supplied by XpertHR, Cendex gender pay gap reporting service*

The monetary amounts behind this figure are:

A mean annual male bonus of £1,905.26	A median annual male bonus of £942.00
A mean annual female bonus of £1,621.10	A median annual female bonus of £941.00
Or an absolute difference of £284.16	Or an absolute difference of £1.00

Comparing this outcome with that of 2020, we have a 1.2 variance in the mean data and a 7.3 variance within the median. Unlike previous years, this year our mean bonus pay gap favours males over females.

This difference is a result of the nature of the bonus schemes the Company operates. Whilst every employee participates in a bonus scheme, there are different schemes based on individual and Company performance in place depending upon the nature of the work.

NB: The data excludes employees who are eligible for a bonus scheme but did not qualify for a payment during the period.

This gap, like the overall gender pay gap, can be explained by reviewing how we are structurally organised. The gender bonus gap is typically higher than the gender pay gap because bonus payments are frequently skewed towards roles in which men make up a higher proportion of the workforce.

To Conclude:

Manufacturing and Engineering remains a male dominated environment. However, we are pleased to report a steady percentage increase year on year (since 2017) of women within our workforce. Last year we reported 9.6% and in 2021 our figures record 10.5% of our organisation are, women.

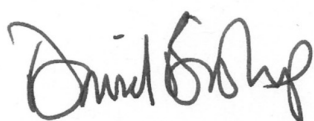
“a zero-percentage figure would reveal no gap between the pay or bonuses of employees who are men, and employees who are women (or there is equal pay and bonuses overall.) This is highly unlikely, but could exist for a median (midpoint) gender pay gap where a lot of employees are concentrated in the same pay grade)” <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>

As an organisation, we are forever looking at continuous improvement in all areas of our business. We are already in a rare position of having a negative gender pay gap result that we have successfully maintained over the years and our target now will be to narrow that gap, moving closer to zero.

These steps will be achieved through our on-going activities and our overall commitment to equality and diversity in the workplace. We encourage students into engineering by actively engaging with local schools and colleges, we welcome work experience students and we are proud of our successful apprenticeship programmes.

Signed:

Date: 1st April 2022



Mr D Bishop
Managing Director TMS Competence Centre