

Gender Pay Gap Report 2023

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 the present UK legislation we have been sharing our gender pay gap data since 2017. This report is based on data as at 5th April 2023.

2023 Headline Figures at a glance: -

Our Mean pay gap is:



This is the raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers. In our case, it indicates that female employees on average are paid 5.51% higher than male employees.

In monetary terms, the mean pay per hour for men is £17.09 and the mean pay per hour for women is £18.03. This is a difference in pay of -£0.94.

Our Median pay gap is:



This is the difference in pay between the middle-paid man and middle-paid woman in our organisation, usually expressed as a percentage. This is less affected by outliers.

In monetary terms, the mean pay per hour for men is £14.79 and the mean pay per hour for women is £14.91. This is a difference in pay of -£0.12.

It is important to note that 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, i.e., 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, or similar clerical/office based professional roles. Having a high proportion of men in manual roles has repressed the average male pay rate.

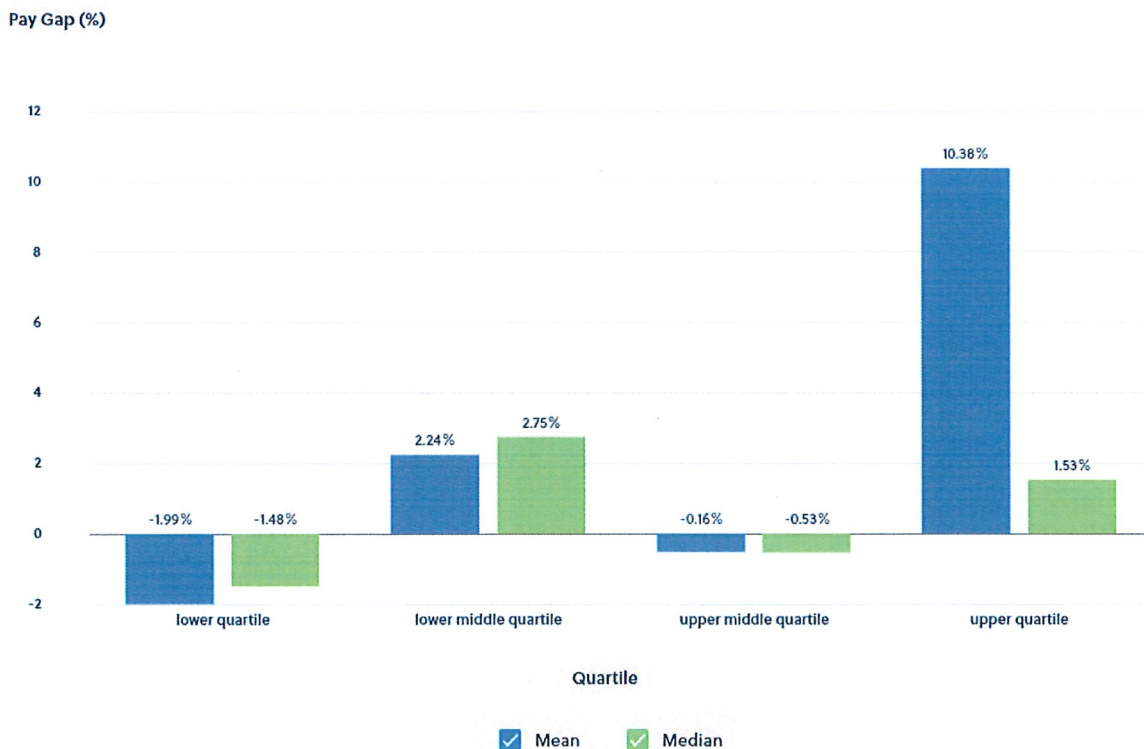
Gender Pay Quartiles:

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. 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, they are not evenly balanced with the highest number of women sitting within the Lower Middle and Upper quartiles.

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	11.21	11.43	-1.99%	-1.48%	91.67%	8.33%	4.2%
Lower middle quartile	13.97	13.66	2.24%	2.75%	87.12%	12.88%	-3.42%
Upper middle quartile	16.28	16.30	-0.16%	-0.53%	94.70%	5.30%	13.82%
Upper quartile	27.82	24.94	10.38%	1.53%	82.58%	17.42%	-20.11%

2022 saw a Mean gap of -5.0% so 2023's .51 variance shows were maintaining our position. We must remember that the target to aim for is always zero.

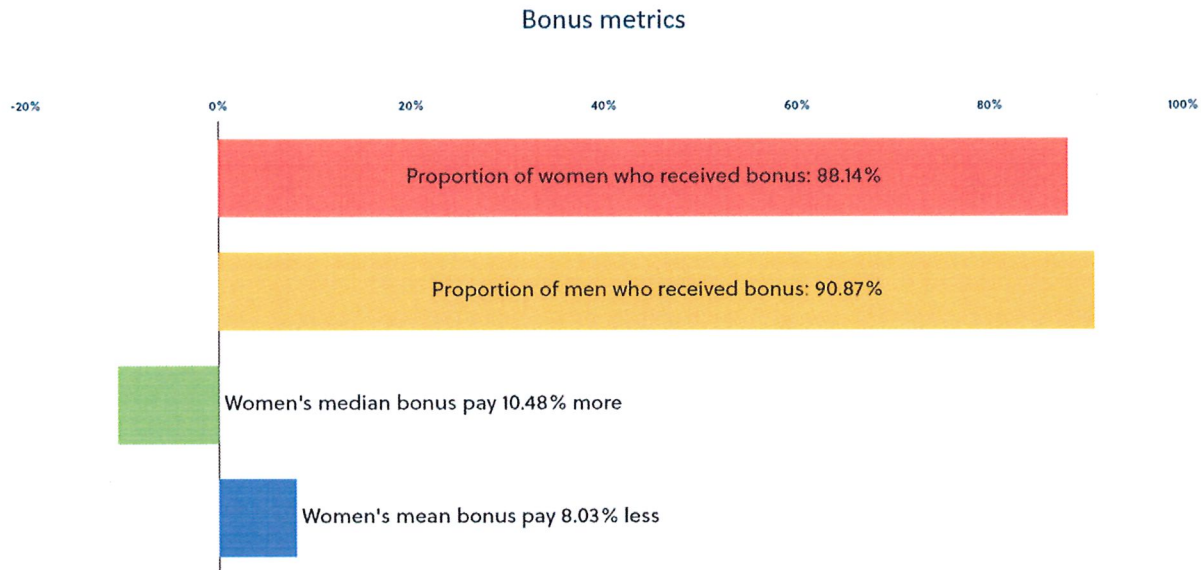
We can see in the chart below that it is the upper quartile that is having the biggest impact on our mean pay gap:



Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down our organisation's overall pay gap.

However, it is the median data that is more representative of typical pay differences because it is less affected by a handful of lower or higher salaries. The median gender pay gap for Bucher Municipal is -0.80% or in monetary terms -£0.12 per hour. This illustrates a considerable improvement compared to 2022's result with a median gap of -4.37% (- £0.61 per hour) and 2021's data showing a gap of -7.73% (-£1.09 per hour).

Mean & Median Bonus Pay Gap:



The Company operates several different bonus schemes depending upon the category of the work. These schemes vary in nature and do not all pay out within the same time 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.

Industry comparison:

To really understand our result, it is helpful to also see how we compare to others.

The Office of National Statistics published data for 2023 states a mean gender pay gap of 11.2% and a median pay gap of 15.9% across all manufacturing in the UK. A look into more relevant manufacturing categories show:

Industry Category	Median	Mean
Manufacture of machinery and equipment n.e.c.	10.0	9.0
Manufacture of motor vehicles, trailers and semi-trailers	16.6	6.7
Manufacture of other transport equipment	5.1	2.6

Source: [Gender pay gap - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-pay-gap)

Based on these statistics, we can clearly see that our organisation is in the positive position of having a rare negative gender pay gap.

To Conclude:

We are proud of the diversity we have within our workforce and consider our employees as part of the inimitable advantage we have as a company that make us successful.

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. The zero-gap target remains our ultimate goal.

Steps toward this goal continue to include welcoming work experience students from secondary schools and colleges, the recruitment of between 4 to 6 Undergraduates within our Engineering and Manufacturing Engineering departments yearly as part of their degree courses and a highly successful apprenticeship programme that currently boasts a total of 29 apprentices in various engineering disciplines.

We are becoming ever more active in engaging with local schools and colleges, taking part in recruitment fairs and STEM events.

Signed:

Date: 16th April 2024



Martin Starkey
Managing Director