

GENDER PAY GAP REPORT – APRIL 2017

A&P Falmouth Ltd



Engineering Strength™



Gender Pay Gap Report – April 2017

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A&P Falmouth is the largest ship-repair complex in the UK with 3 large graving docks and extensive alongside deep-water berthing providing capacity for vessels up to 100,000 tonnes. Offering onsite engineering, electrical, paint and fabrication workshops. Falmouth is a busy working port handling over 100,000T of product annually.

A&P is committed to ensuring equal opportunity and equal pay within the business, and whilst there is a gender pay gap across the workforce we nonetheless ensure that females are paid equally where they perform the same roles as male counterparts.

In March 2016 *The Women's Engineering Society* reported that less than 10% of the engineering workforce in the UK is female, this is also reflected in our workforce demographic with female staff accounting for only 8.4% of our workforce and all of them currently employed in administrative roles.

More than 54% of the workforce have been with the company for more than 10 years, only 1.3% are female. 25% of the workforce have been with the company for more than 20 years, all but one (0.3%) are male employees. Nearly 70% of our managerial and supervisory positions are held by former engineering/technical apprentices.

This statement has been published in accordance with the *Equality Act 2010 (Gender Pay Gap Information) Regulations 2017* which came into force on 6th April 2017. This legislation requires UK employers with 250 or more employees to report on the gender pay gap within their business.

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| | | Number of Employees | % of Employees |
|----------------------------|--------|---------------------|----------------|
| Total Number of Employees | Male | 263 | 91.6% |
| | Female | 24 | 8.4% |
| Operations & Production | Male | 212 | 73.9% |
| | Female | 0 | 0.0% |
| Technical & Administration | Male | 51 | 17.8% |
| | Female | 24 | 8.4% |

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| | | | Number of Employees | % of Employees |
|-----------------------------|-------------|--------|---------------------|----------------|
| Employees Length of Service | 0-4 years | Male | 64 | 22.3% |
| | | Female | 14 | 4.9% |
| | 5-9 years | Male | 47 | 16.4% |
| | | Female | 6 | 2.1% |
| | 10-19 years | Male | 80 | 27.9% |
| | | Female | 3 | 1.0% |
| | 20-29 years | Male | 32 | 11.1% |
| | | Female | 0 | 0% |
| | 30-39 years | Male | 32 | 11.1% |
| | | Female | 0 | 0% |
| | 40+ years | Male | 8 | 2.8% |
| | | Female | 1 | 0.3% |

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| | |
|---|-----|
| Mean gender pay gap as a percentage of the mean pay of a male employee; | 34% |
| Median gender pay gap as a percentage of the median pay of a male employee; | 29% |
| Difference in mean bonus pay between men and women as a percentage of the mean bonus paid to a male employee; | 0% |
| Difference in median bonus pay between men and women as a percentage of the mean bonus paid to a male employee; | 0% |
| The proportion of male employees who received any bonus pay; | 0% |
| The proportion of female employees who received any bonus pay; | 0% |

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| | Number of employees | % of employees |
|---|---------------------|----------------|
| Male employees in your top pay quartile; | 71 | 98.6% |
| Female employees in your top pay quartile; | 1 | 1.4% |
| Male employees in the second quartile of pay; | 71 | 98.6% |
| Female employees in the second quartile of pay; | 1 | 1.4% |
| Male employees in the third quartile of pay; | 71 | 98.6% |
| Female employees in the third quartile of pay; | 1 | 1.4% |
| Male employees in the lowest quartile of pay; | 50 | 70.4% |
| Female employees in the lowest quartile of pay; | 21 | 29.6% |