



GENDER PAY GAP REPORT – APRIL 2018

A&P Falmouth Ltd



Engineering Strength™

A&P™



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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.

The Women's Engineering Society reported that 2017 surveys indicate 11% of the engineering workforce 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 60% of the workforce have been with the company for more than 10 years, only 1.3% are female. 27% 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/supervisory and technical positions are held by former engineering 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.

Signed: **Graeme Littledyke**
Group Finance Director

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		Number of Employees	% of Employees
Total Number of Employees	Male	299	92.3%
	Female	25	7.7%
Operations & Production	Male	257	79.3%
	Female	0	0.0%
Technical & Administration	Male	42	13.0%
	Female	25	7.7%

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			Number of Employees	% of Employees
Employees Length of Service	0-4 years	Male	108	33.3%
		Female	9	2.8%
	5-9 years	Male	47	14.5%
		Female	6	1.9%
	10-19 years	Male	81	25.0%
		Female	4	1.2%
	20-29 years	Male	30	9.3%
		Female	0	0%
	30-39 years	Male	34	10.5%
		Female	0	0%
	40+ years	Male	4	1.2%
		Female	1	0.3%

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Mean gender pay gap as a percentage of the mean pay of a male employee;	27%
Median gender pay gap as a percentage of the median pay of a male employee;	37%
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	97.5%
Female employees in your top pay quartile;	1	2.5%
Male employees in the second quartile of pay;	71	100.0%
Female employees in the second quartile of pay;	1	0.0%
Male employees in the third quartile of pay;	71	98.8%
Female employees in the third quartile of pay;	1	1.2%
Male employees in the lowest quartile of pay;	50	72.8%
Female employees in the lowest quartile of pay;	21	27.2%