

# GENDER PAY GAP REPORT – APRIL 2020

A&P Falmouth Ltd



**Engineering Strength™**



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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 8.75% of our workforce and all but one of them currently employed in administrative roles.

Nearly 50% of the workforce have been with the company for more than 10 years, only 2.5% are female. Over 22% of the workforce have been with the company for more than 20 years, all but one (1.4%) 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 Littleddyke**  
Group Finance Director

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		Number of Employees	% of Employees
Total Number of Employees	Male	292	91.2%
	Female	28	8.8%
Operations & Production	Male	246	76.9%
	Female	0	0.0%
Technical & Administration	Male	46	14.4%
	Female	28	8.7%

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			Number of Employees	% of Employees
Employees Length of Service	0-4 years	Male	97	30.3%
		Female	16	5.0%
	5-9 years	Male	43	13.5%
		Female	8	2.50%
	10-19 years	Male	81	25.3%
		Female	3	0.9%
	20-29 years	Male	33	10.3%
		Female	0	0.0%
	30-39 years	Male	34	10.6%
		Female	0	0.0%
	40+ years	Male	4	1.3%
		Female	1	0.3%

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Mean gender pay gap as a percentage of the mean pay of a male employee;	31.6%
Median gender pay gap as a percentage of the median pay of a male employee;	33.9%
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;	77	96.2%
Female employees in your top pay quartile;	3	3.8%
Male employees in the second quartile of pay;	80	100.0%
Female employees in the second quartile of pay;	0	0.0%
Male employees in the third quartile of pay;	80	100.0%
Female employees in the third quartile of pay;	0	0.0%
Male employees in the lowest quartile of pay;	55	68.8%
Female employees in the lowest quartile of pay;	25	31.2%