

# GENDER PAY GAP REPORT – APRIL 2021

A&P Falmouth Ltd



**Engineering Strength™**



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## A&P Falmouth Ltd



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.

*Engineering UK* reported in June 2021 that women make up 14.5% of all engineers. Female staff at A&P Falmouth account for only 7.7% of the workforce and all but one of them currently employed in administrative / office based roles. However, A&P Falmouth has 5 female apprentices, representing 26.3% of the total number of apprentices within the business.

Nearly 50% of the workforce have been with the company for more than 10 years, only 3% of these are female. Over 28% of the workforce have been with the company for more than 20 years, only two of these (2.2%) are female employees.

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**  
**Chief Financial Officer**  
**Atlantic & Peninsula Marine Services Ltd**

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		Number of Employees	% of Employees
Total Number of Employees	Male	299	92.3%
	Female	25	7.7%
Operations & Production	Male	256	79.0%
	Female	1	0.3%
Technical & Administration	Male	43	13.27%
	Female	24	7.4%

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			Number of Employees	% of Employees
Employees Length of Service	0-4 years	Male	103	31.8%
		Female	13	4.0%
	5-9 years	Male	42	13.0%
		Female	7	2.2%
	10-19 years	Male	64	19.8%
		Female	3	0.9%
	20-29 years	Male	46	14.2%
		Female	1	0.3%
	30-39 years	Male	30	9.2%
		Female	0	0.0%
	40+ years	Male	14	4.3%
		Female	1	0.3%

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Mean gender pay gap as a percentage of the mean pay of a male employee;	29.6%
Median gender pay gap as a percentage of the median pay of a male employee;	30.9%
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;	79	97.5%
Female employees in your top pay quartile;	2	2.5%
Male employees in the second quartile of pay;	81	100.0%
Female employees in the second quartile of pay;	0	0.0%
Male employees in the third quartile of pay;	81	100.0%
Female employees in the third quartile of pay;	0	0.0%
Male employees in the lowest quartile of pay;	58	71.6%
Female employees in the lowest quartile of pay;	23	28.4%