

GENDER PAY GAP REPORT – APRIL 2017

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.

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.

Signed: **Ian Carey**
Group Finance Director

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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%