

Gender Pay Gap

Onnec
Summary Report

Snapshot date: 5th April 2021

March 2022



Onnec pay gap report:

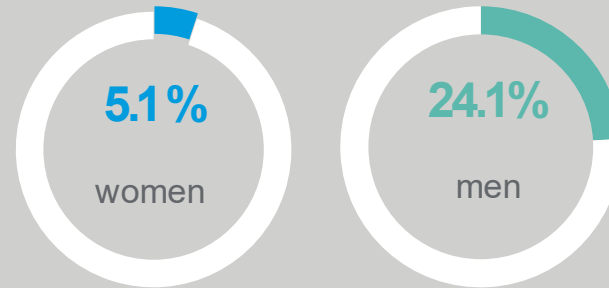
Mean pay gap **25.8%**

Median pay gap **22.6%**

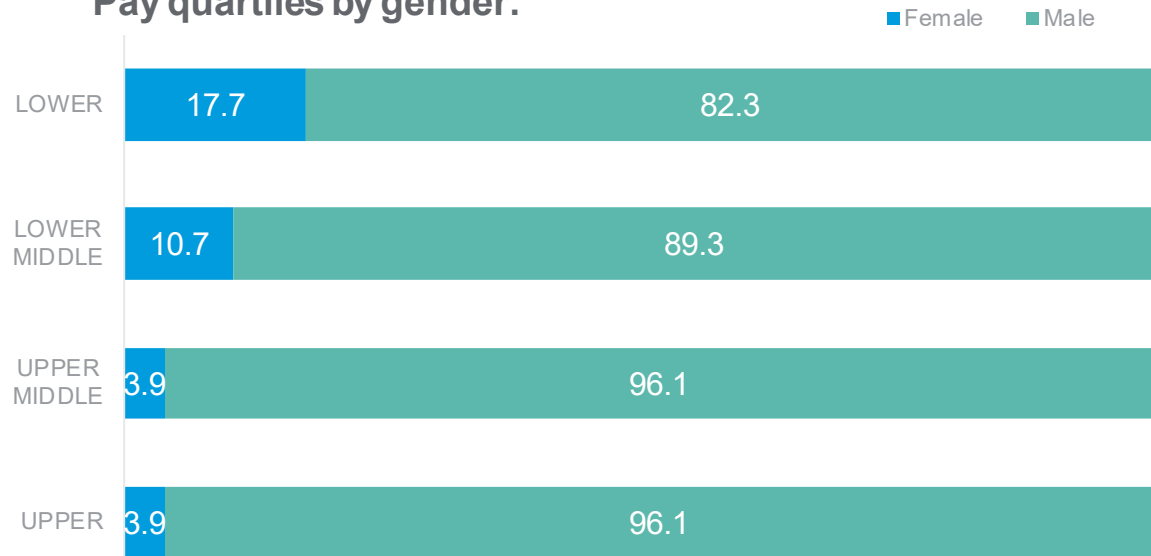
Mean bonus gap **-61.6%**

Median bonus gap **-321.8%**

Percentage receiving a bonus:



Pay quartiles by gender:



Statistics

Additional figures are provided below for greater understanding of the gender pay gap calculations.

	Relevant Employees	Full Pay Relevant Employees
Male	381	373
Female	39	37
Total	420	410

Mean - Pay

	Hourly Rate
Male	54.67
Female	41.74

Median - Pay

	Hourly Rate
Male	47.54
Female	36.79

Bonus

The bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.

	Relevant Employees	Received Bonus	%
Male	381	24.15	
Female	39	5.13	
Total	420		

** (actual numbers receiving bonus; 92 men and 2 women)

	Mean	Median
Male	1,827.01	700
Female	2,952.79	2,952.79

Quartiles

Number of Employees

Inter Quartile Range	Full Pay Relevant Employees	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	373	84	92	98	99
Female	37	18	11	4	4
Total	410	102	103	102	103

Percentage of Employees

Inter Quartile Range	Full Pay Relevant Employees	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	91.0	82.3	89.3	96.1	96.1
Female	9.0	17.7	10.7	3.9	3.9

Summary & Insights

Background & Summary

The ONS reported gender pay gap among all employees in the UK fell from 17.4% in 2019 to 15.5% in 2020 then to 15.4% in 2021 (median figures) (ASHE ONS data). Gender pay gap figures look at all the people employed in an organisation on the snapshot date and compares the pay of all the women to all the men using prescribed methodology. RSM have used the government's prescribed methodology when calculating Onnec's gender pay gap figures. The gender pay gap is different from unequal pay. Unequal pay is when organisations pay men and women differently for carrying out equal work.

Among full-time employees the median hourly pay was 17% lower than men's in April 2018 and 15% lower than men's median hourly rate in April 2020. For April 2021 this has increased slightly to 22.6% in April 2021.

In 2021 women occupied 3.9% of the highest paid jobs within Onnec and 17.7% of the lowest paid jobs compared to 5% of women occupying 5% of the highest paid jobs and 16% of the lowest paid jobs in April 2020.

There has been a positive effect on the bonus gap in April 2020 with their bonus gap being heavily more favourable to women, despite there being only 2 women receiving a bonus in 12 months preceding the snapshot date (ending on the snapshot date).

The industry within which Onnec operates is traditionally male dominated.

Next Steps

- Continue to carry out pay and benefit reviews, along with providing regular equality and equal pay training to all managers who are involved in recruitment and pay reviews.
- Continue to encourage more women to work in their industry through developing their talent strategy.