

Gender Pay Gap Report – HQW Aerospace (UK) Ltd

HQW Aerospace is required by law to publish an annual gender pay gap report.

This report is for the snapshot date of 5th April 2023 – published in 2024.

HQW Aerospace (UK) employs over 350 employees at their purpose built factory located in Plymouth, Southwest Coast of the UK.

What are the underlying causes of HQW Aerospace’s gender pay gap?

The HQW Aerospace has a policy of paying employees equally for the same and equivalent work, reviews pay and benefits at regular intervals and evaluates job roles and pay grades to ensure a fair structure.

We are confident that the published gender pay gap does not stem from paying men and women differently for the same, or equivalent, work. Rather its gender pay gap is a result of the roles in which men and women work within the company and the salaries that these roles attract.

The mean Gender Pay Gap for 2023 is 19.90%. This has reduced from 23% reported in 2022 and 2023, a positive move, with the reduction from the increase in female employees in higher pay bands from both internal promotion and external recruitment.

However, there is still a significant gap and the reasons are:

- Due to the nature of the business, and the demographics of the area there is a lack of female candidates for specialised engineering roles. The local university’s engineering focus does not support the company’s area of engineering.
- Due to the nature of the work and working hours in the manufacturing areas, this tends to attract more female applicants, who may have family responsibilities.
- The shopfloor roles have traditionally been filled by males due to the skills set within the Plymouth manufacturing area. The business is actively reviewing ways to train, upskill and develop our female colleagues to have the opportunity to progress within the business. We have seen a small success in this area in the past 12 months, however, more is still required.

What is the HQW Aerospace doing to address its gender pay gap?

The HQW Aerospace recognise that we need to continue to encourage more females into the business which has predominantly been a male dominated environment historically. By the very nature of HQW’s business being manufacturing, which traditionally attracts male workers into higher skilled jobs, the business is trying to address this rhetoric and change the culture through its recruitment and learning and development strategies.

We will continue to actively promote the business within schools, colleges, universities and at career events, to encourage more females into manufacturing across all levels. Part of the business’s recruitment strategy will be to look to build relationships with key educational providers across the UK, with a focus on those establishments that have signed up for the Athena Swan Charter, that aim to advance the careers of women in STEMM (science, technology, engineering, maths and medicine) employment.

In addition, the business is reviewing its whole reward package and developing a suite of family friendly policies that will attract and retain talent.

Pay difference between women and men:

All HQW Aerospace (UK) Ltd employees at 05.04.2023

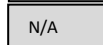
The mean gender pay gap is:



The median gender pay gap is:

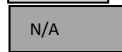


The mean gender bonus gap is:



No Bonus was paid during the reporting period.

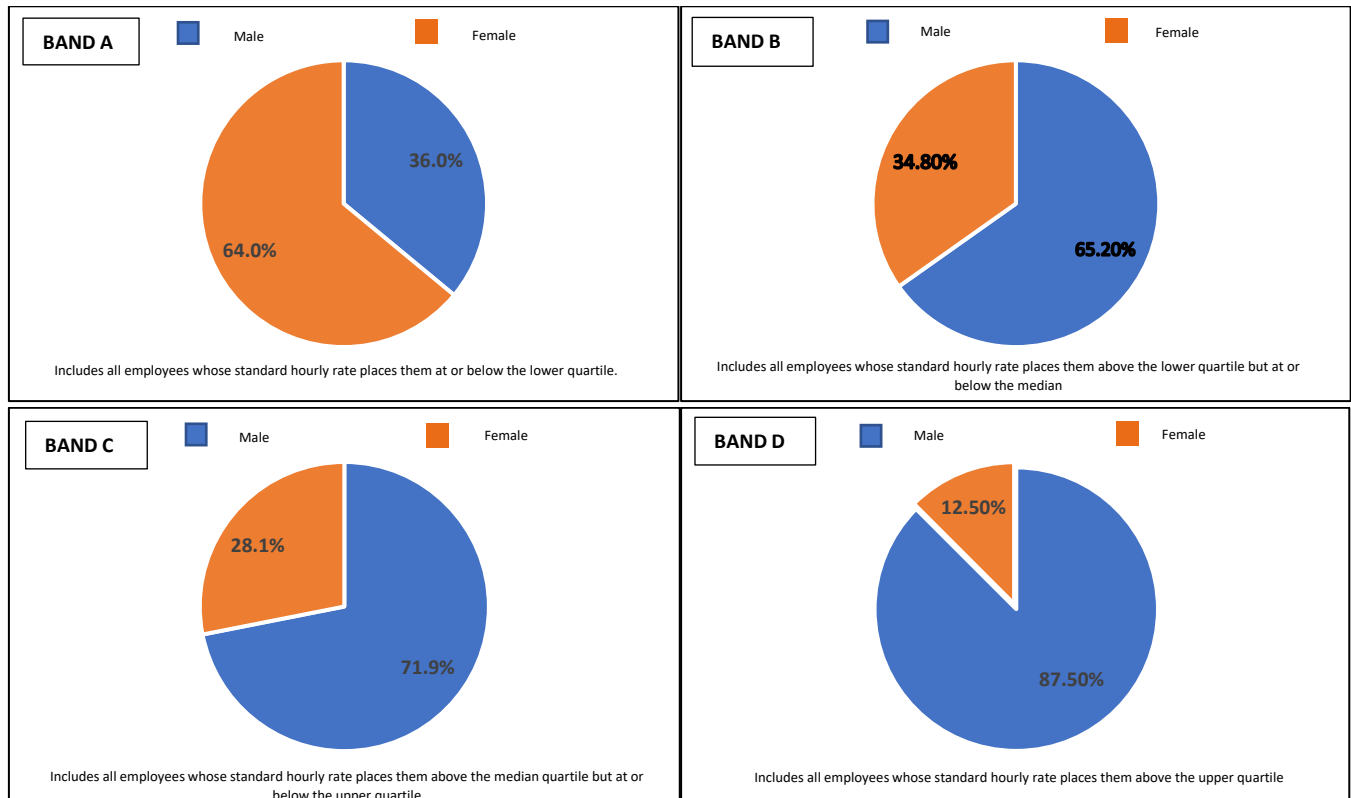
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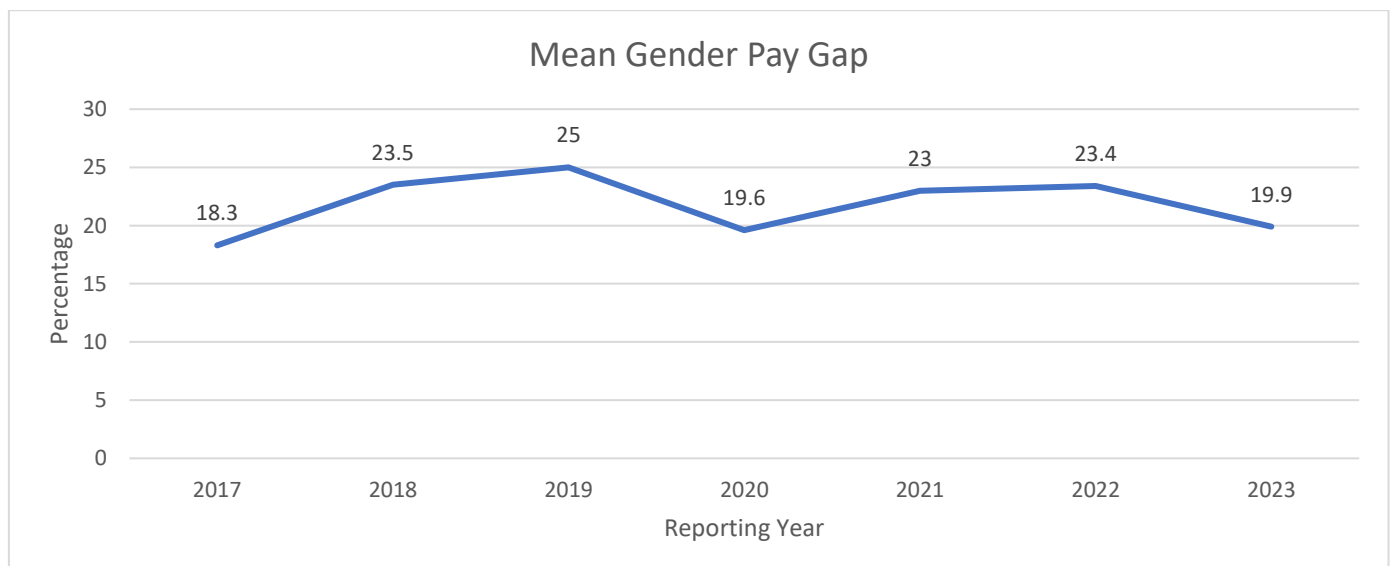
Pay quartiles by gender:

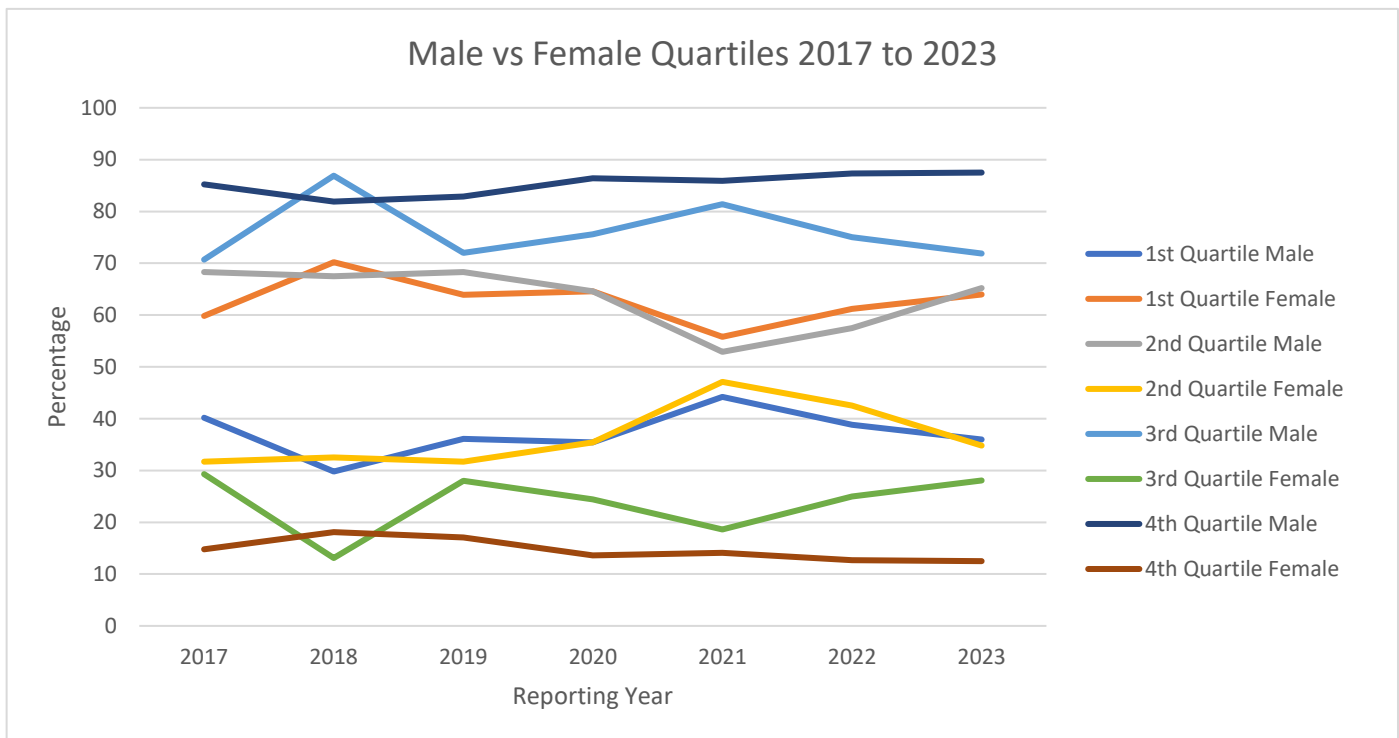
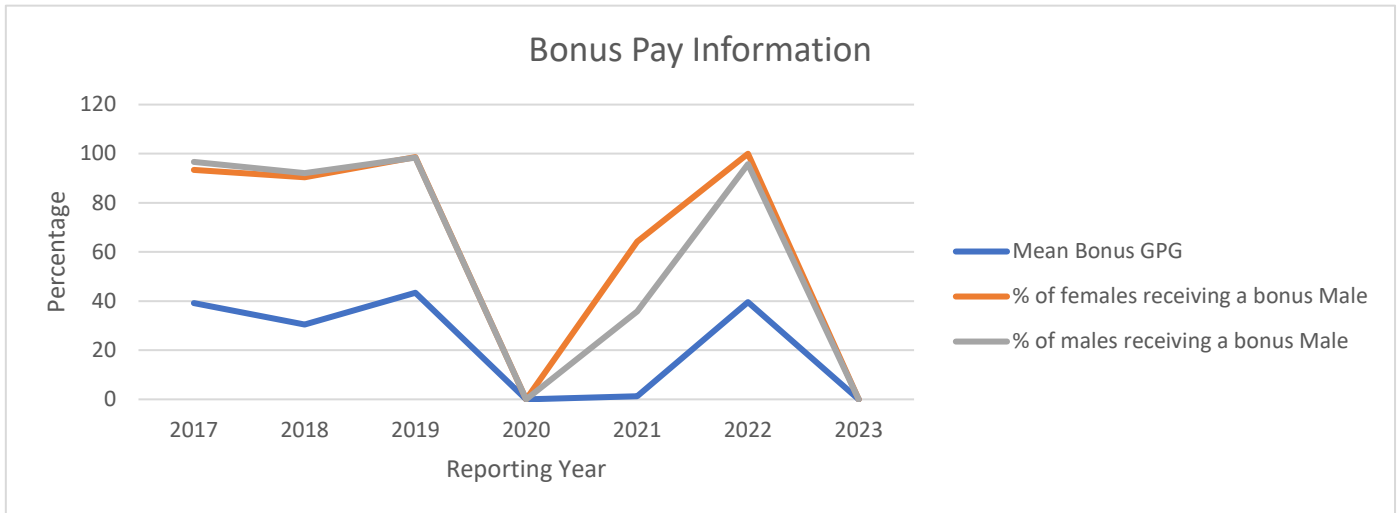
All HQW Aerospace (UK) Ltd employees at 05.04.2023



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

Gender Pay Gap Data for Reporting Years – 2017 to date





I, Martin Knight, Managing Director, confirm that the information contained in this statement is accurate.



SIGNED:

DATE: 3 April 2024