

UK Gender Pay Report 2022 - The Barden Corporation (UK) Ltd

The Barden Corporation is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 5th April 2021.

What are the underlying causes of The Barden Corporation's gender pay gap?

The Barden Corporation has a clear 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 clear 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 Barden and the salaries that these roles attract.

While many of the causes of the gender pay gap relate to employment itself, and to the nature of work and working patterns, many other factors originate outside the workplace. These are derived from stereotyped gender roles and cultural prejudices regarding the role of men and women.

Unfortunately, the mean Gender Pay Gap has risen to 23% and this is due to the following reasons:

- Due to the lack of female candidates within our demographic area, Engineering recruitment has been dominated by males and the majority of candidates for the lower paid, Assembly area, have been female. In addition to this, the more technical shopfloor roles have been filled by males due to the lack of skills set within the Plymouth manufacturing area. We are therefore reviewing what we can do to train, educate and enable our female colleagues to be more capable of moving into these more technical roles.
- We have a higher number of male employees employed at a more senior level, this was the result of a restructure of the middle management tier.
- In line with the strategic business direction in 2020/2021, which targeted significant sales growth within the next 5 years, the recruitment drives were focussed on engineering and more technical roles to support this plan. As mentioned above, females moving into STEM subjects in school and higher education is still demographically lower, hence the lack of suitable candidates in the labour pool.
- We have had more female retirees than male, mostly from the Assembly area.

What is the Barden Corporation doing to address its gender pay gap?

The project to benchmark salaries against other local manufacturing companies across the board is currently under way. We believe this will help address any gender pay gaps.

The Barden Corporation has increased from 19.6% to 23% which is a disappointing result, and we need to continue to encourage more females into the business which has predominantly been a male dominated environment historically.

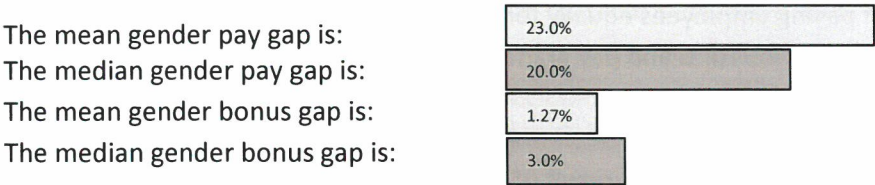
We have been actively promoting the business in schools and career events, to promote engineering as a career path for females, which would hopefully encourage them to be more likely to apply for apprenticeships across all areas of the company.

By the very nature of Barden’s business being manufacturing, which mainly attracts male workers into higher skilled jobs due to the lack of females having the same skill sets, women continue to fill our lower skilled, more junior roles.

The bonus payment was not the traditional annual performance bonus in previous years, it was a smaller attendance and contribution bonus in relation to those employees not shielding, furloughed and self isolating during the first lockdown. This is the reason for the significant difference between the bonus data of the last 2 years.

Pay difference between women and men:

All Barden Corporation (UK) Ltd employees at 05.04.2021

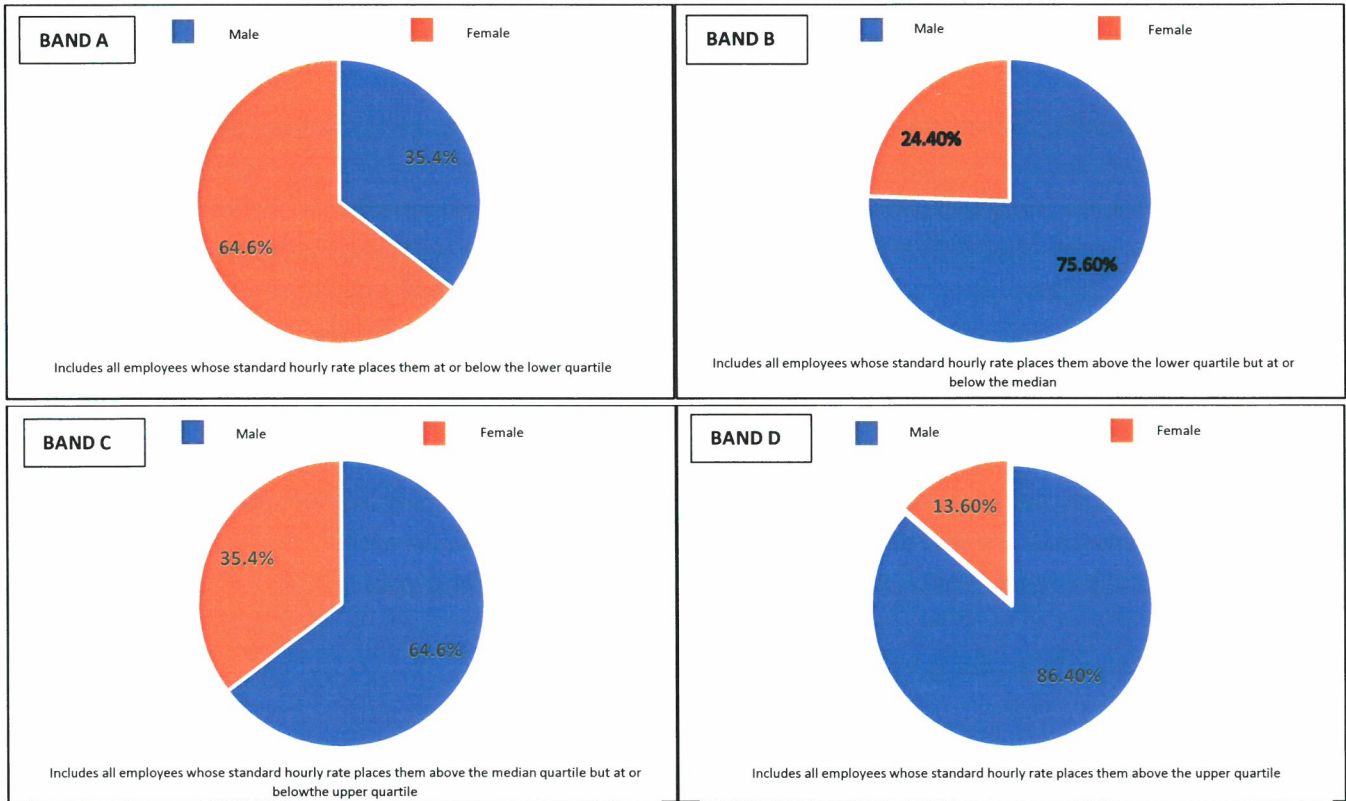


Proportion of UK employees receiving a bonus:
In the 12 months preceding 05.04.2021




Pay quartiles by gender:

All Barden Corporation (UK) Ltd employees at 05.04.2021



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

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

SIGNED: 

DATE: 29/3/22