

Gender pay gap narrative

At Consort Medical, we want to ensure all employees are rewarded fairly for their work and have the same access to all opportunities.

The calculations below align to the UK Governments legal obligations and covers the period from 6 April 2017 to 5 April 2018.

	Bespak	Aesica QB
Mean pay gap	23.41%	17.25%
Median pay gap	27.85%	13.17%
Mean bonus gap	68.34%	47.27%
Median bonus gap	-111.08%	14.92%
Proportion of Males and Females paid a bonus		
Men	4.17%	58.52%
Women	2.93%	69.13%

Bespak

Quartile	Female	Male
Lower	48%	52%
Lower Middle	40%	60%
Upper Middle	19%	81%
Upper	15%	85%
Total	31%	69%

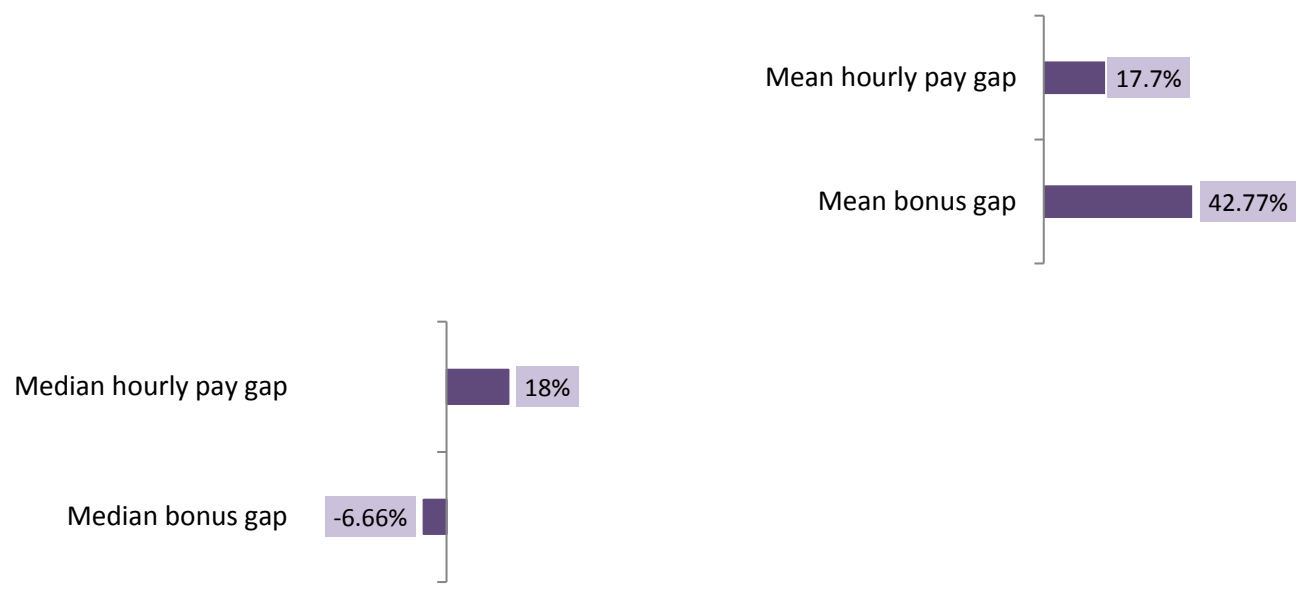
Aesica Queenborough

Quartile	Female	Male
Lower	50%	50%
Lower Middle	28%	72%
Upper Middle	22%	78%
Upper	20%	80%
Total	30%	70%

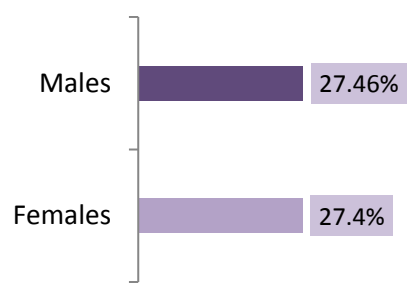
For the Group globally the results are as follows:

The tables below show our median and mean gender pay and bonus gap based on hourly rates of pay as at the snapshot date of 5 April 2018, and bonuses paid in the year to 5 April 2018.

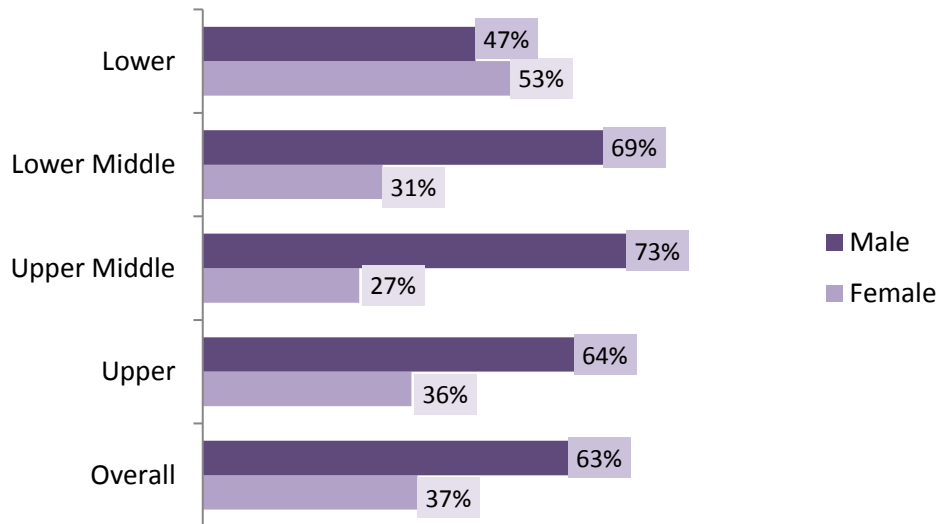
Gender pay gap



Proportion of males and females receiving a bonus payment



Proportion of females and males in each quartile band



Understanding the gap

Based on the Government’s methodology, Consort Medical’s median gender pay gap is 18% and mean pay gap is 17.7%.

Unlike equal pay, which refers to paying a man and a woman the same amount for the same, or similar work, a pay gap is the difference in average pay between men and women in an organisation. It is the result of us having far fewer women in senior roles, relative to men. This means having a pay gap is likely to continue until we have fairer representation of men and women. We are committed to addressing this but the initiatives we are taking will take a long time to reflect in the data. More importantly for us as an organisation is that we provide an environment where there is no glass ceiling and females are provided with the same opportunities to progress as their male counterparts, we will continue to focus on this.

Our mean bonus pay gap also reflects the lower female representation across the company’s senior levels.

Addressing the gap

Consort is a place for people to develop their career, regardless of their gender, background or education. However, there is much we can do to help reduce the gender pay gap across our business. Some of the actions we have or are taking are outlined below:

- The Executive team comprising the six most senior positions in the Group has two females, one of whom is Managing Director of one of our two Divisions.
- Continue to develop our female talent, 50% of the current Aesica Academy development programme are female.

- Unconscious bias training has commenced and will be embedded across the group in 2019 to support Managers in recruitment and managing their people.
- A Women in Manufacturing / Engineering forum has been introduced in Bepak which offers insight, debate, external speakers and networking opportunities. Aesica have piloted a Women in Manufacturing workshop and will look through their diversity champions to roll out Aesica wide.
- We continue our work to influence the younger generations to think about varied career options and we attend many schools and colleges with a focus on STEM to attract females into manufacturing and engineering roles.
- Focused on recruiting women early in their careers through our flagship Apprenticeship Scheme and our Graduate Development Scheme. 50% of our graduate intake in 2018 was female.
- When hiring externally, a minimum of one female on the shortlist.
- Providing greater flexible working opportunities which is evidenced across the group in many roles.

Whilst the manufacturing / engineering workplace provides us with greater challenges in attracting female candidates we are very much committed to doing more to address this. Underpinning all of our actions is our Diversity and Inclusion Policy which sets out our commitment to help all colleagues add value to the business.



Lisa King
Group HR Director