

Gender Pay Gap Report

2020

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Mean and Median Hourly rates by gender

Mean (average)

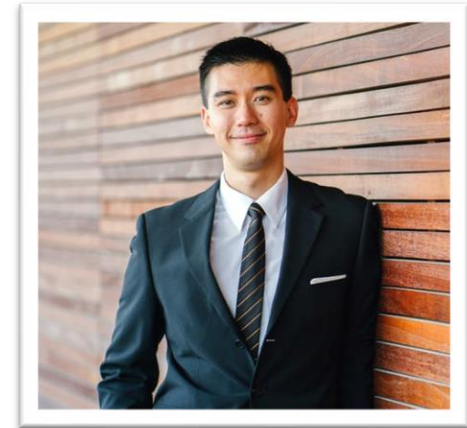
Female: £12.31

Male: £19.69

Combined: £17.07



Mean: £12.31
Med: £11.28



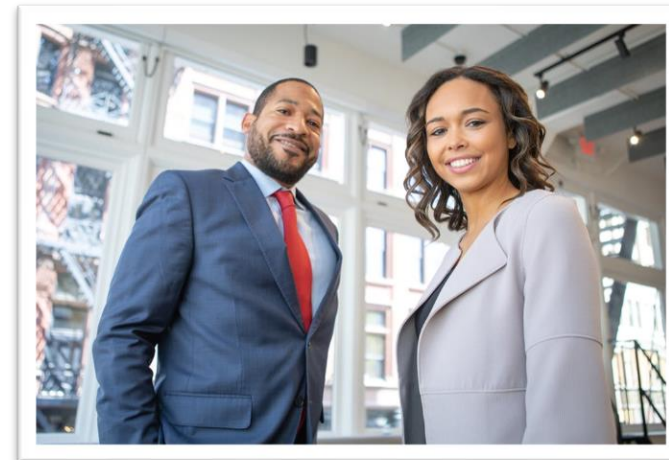
Mean: £19.69
Med: £17.79

Median

Female: £11.28

Male: £17.79

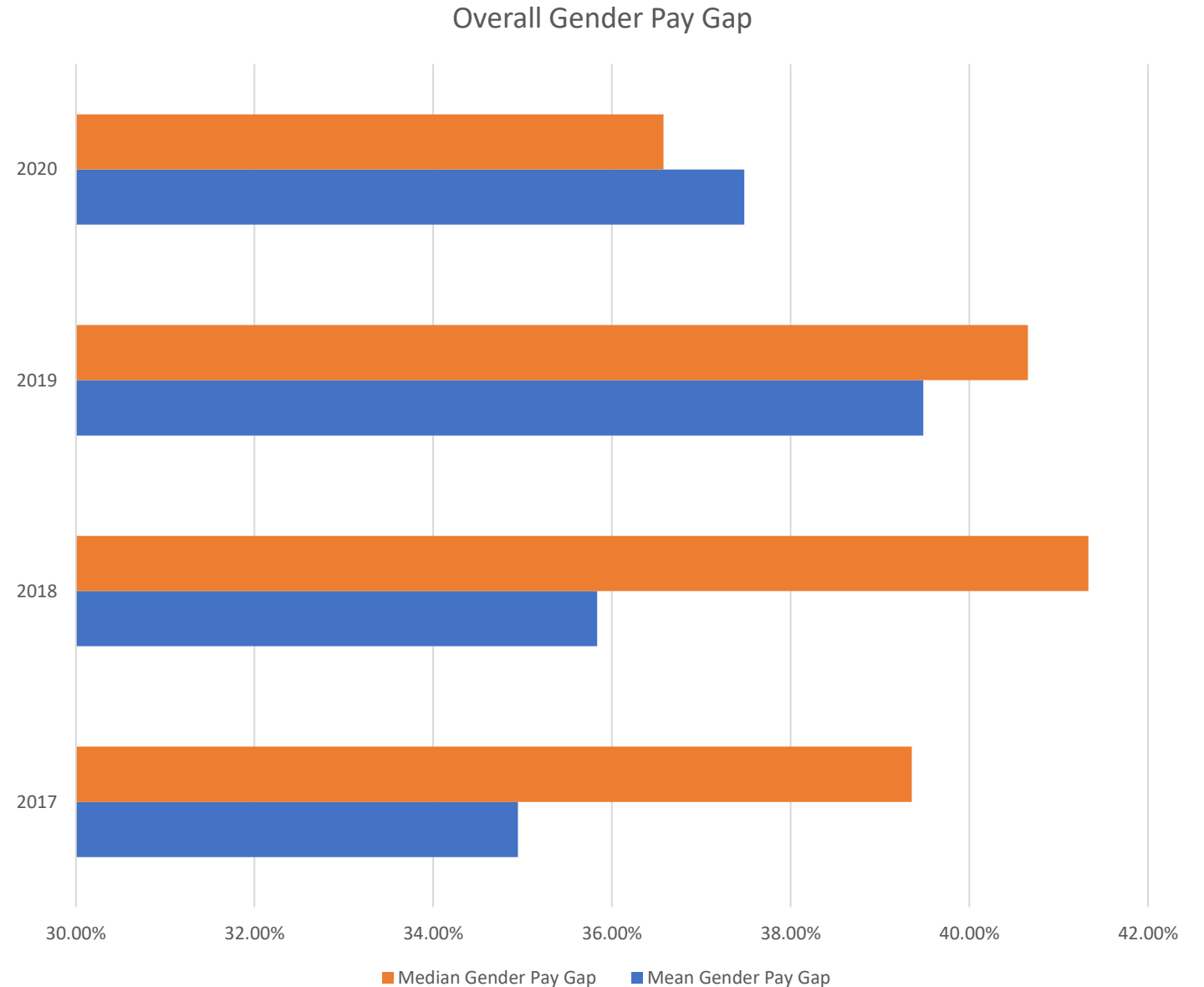
Combined: £15.31



Combined mean: £17.07
Combined Med: £15.31

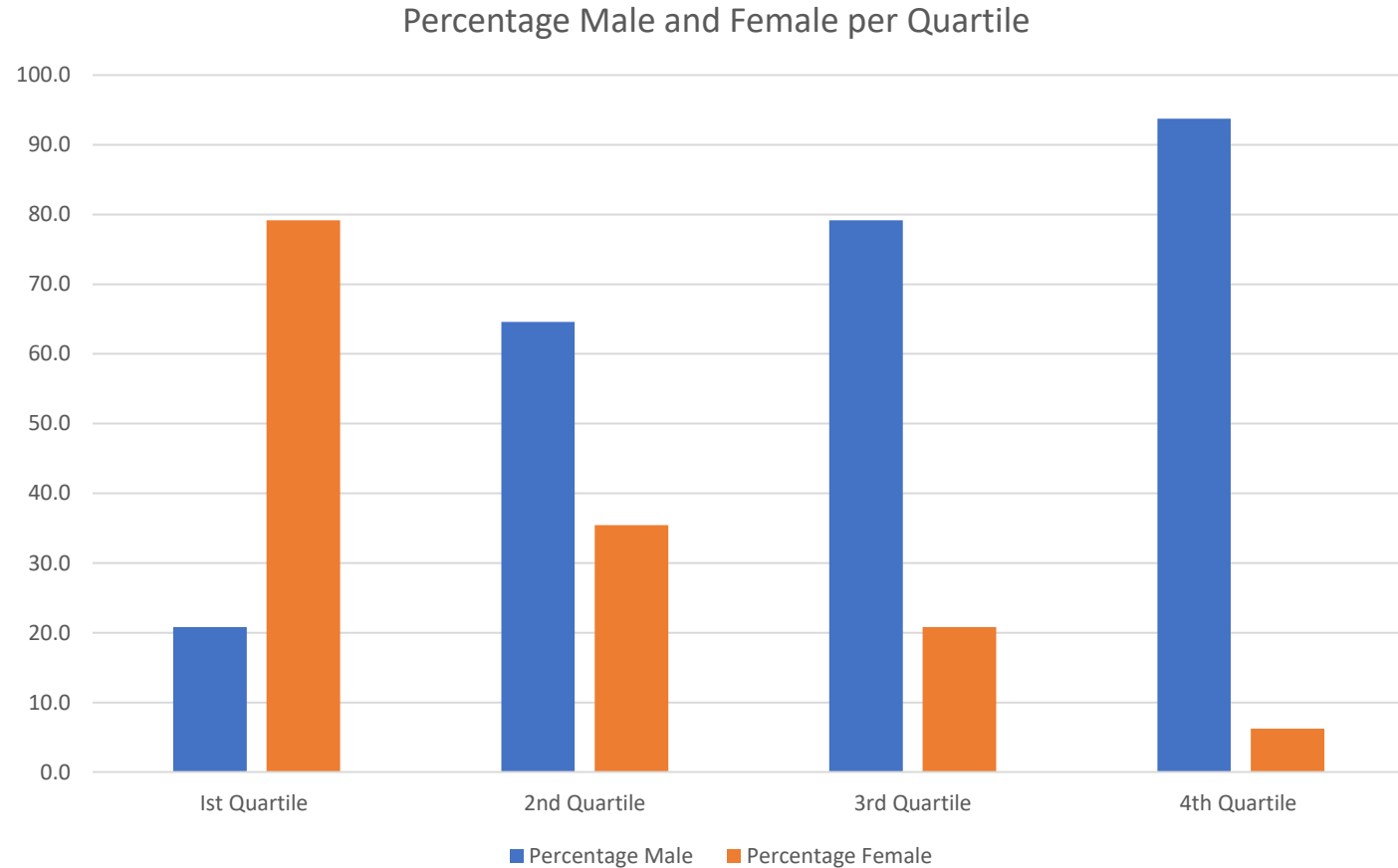
Overall Gender Pay Gap Analysis

- 43% of employees were not included in this years' report as they were not full pay relevant employees, therefore the reporting is partially representative. This was due to furlough and increased sickness absence due to the Coronavirus pandemic.
- The median gender pay gap has decreased by 10.6%, 2019 to 2020.
- The mean gender pay gap has decreased by 5.1%



Inter- Quartile Analysis: Gender by percentage

- The heating industry has been male dominated for many decades but Swale Heating is actively looking to change that. We actively recruit females into our apprenticeship roles, and provide an inclusive and supportive environment at all levels of management.
- The furlough scheme will also have impacted these numbers for 2020.



Gender Pay Gap Company Actions

- Our recruitment efforts focus on increasing the number of women in engineer field roles, specifically increasing our number of female gas apprentices. Currently 44% of our apprentices are female and we have plans to recruit more this year.
- Recruiting women directly into gas engineering roles is very challenging due to the disproportionately low representation of females in this profession, so our approach is to encourage women to join at the trainee level.
- We have a robust salary grading system to ensure there is equal pay for equal work, and grading and external benchmarking is reviewed on a yearly basis.
- We welcome and support any flexible working requests, which is proven to encourage female applicants and retention of women. Most flexible working is found in Q 1 and Q2 which also impacts the gender pay gap. Since the pandemic we are also committed to maintaining home working for a large section of our workforce.
- Our next steps for 2021 are to continue our strong action towards hiring female gas apprentices, and encouraging the internal promotion of women into senior roles where appropriate.

