



Gender Pay Report 2023

Introduction to Gender Pay Reporting

Gender pay gap reporting in the UK is now in its sixth year. It is possible to have a gender pay gap and to pay men and women fairly. Equal pay looks at the difference in men and women’s pay for the same or similar work.

The gender pay gap is calculated by taking all employees across an organisation and comparing the average pay between men and women. Reporting annually is an important way to track how recruitment, reward, and progression decisions impact the achievement of a diverse, inclusive workforce.

This report covers the 23 reporting cycle, using a snapshot date of 5 April 2023.

This year our median pay gap was 27%.

Our mean pay gap remained the same at 23%, the lowest it has been since reporting began.

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men’s earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Measures

*Bonus reporting is not applicable to BGEN Ltd.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

Median Gender Pay Gap:

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Mean Gender Pay Gap:

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

*Median Bonus Gap:

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

*Mean Bonus Gap:

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

*Bonus Proportions:

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile Pay Bands:

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper-middle and upper quartile pay.





Factors affecting our pay gap.

The gender pay gap looks at the distribution of men and women across all job levels of the organisation and identifies how this translates into the average salary as a result.

BGEN's results are reflective of the representation of females in our organisation, and like many other similar engineering and technology companies we do have fewer females than males working within our organisation.

Our aim is to ensure that we continue to look to attract a more diverse workforce and retain the best talent within our organisation. We are proud that we have two female directors, along with several women in senior leadership positions.

When determining pay and reward, we are governed for the majority of our employees by National Agreements. However, for those not covered under such agreements we balance several factors, including the economic climate, company performance as well as external market for the roles that we offer.

Recent factors

We have seen an increase year on year in the number of females employed within BGEN.

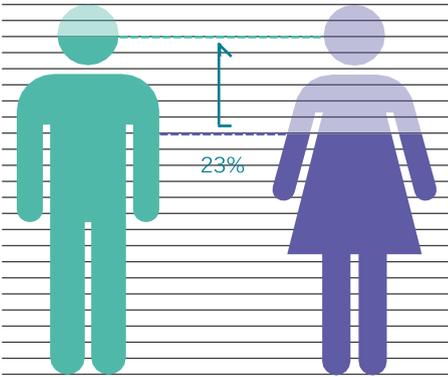
We have also seen an increase in the proportion of men employed in our lowest salary quartile and an increase in the proportion of women whose earnings are in the upper quartile.



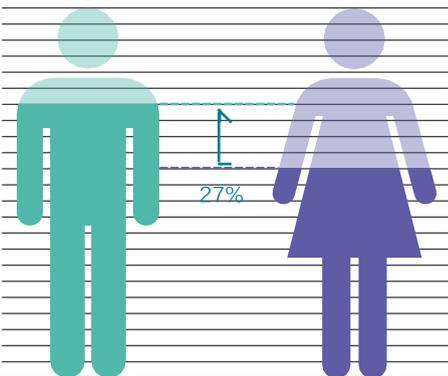


Results

Mean Gender Pay Gap

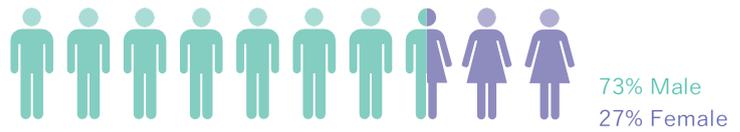


Median Gender Pay Gap

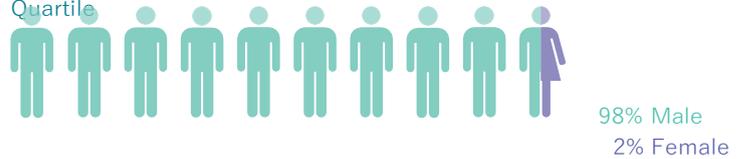


Proportion of Different Genders by Quartile

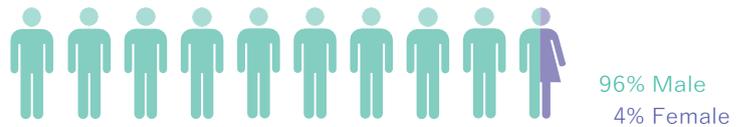
Lower Quartile



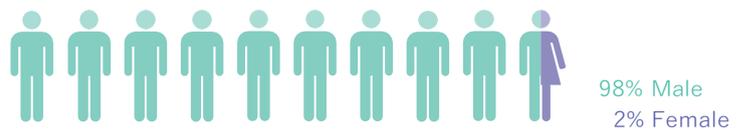
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Addressing our gender pay differences.

Closing the gender pay gap is not a quick and easy fix. It requires a meaningful, consistent, and sustained shift in cultural norms. BGEN's data shows how relatively minor changes can cause big changes in our headline median gender pay gap year by year. In 2023, we outlined plans to support the recruitment and retention of female employees across the business.

Central to the company's commitment is the continuation of the women's forum to drive meaningful change within the organization. The forum was established to identify and fully understand attitudes around women in engineering as well as looking at issues regarding representation of women in the wider industry. The forum is open to all our female employees.

Additionally, BGEN has launched enhanced adoption, maternity, and shared parental leave packages, and signed up to the industry-backed 'Inspiring Women' pledge, to help create a more diverse, equitable, and inclusive environment. We also introduced a menopause policy and run menopause cafés to support our employees.

In 2024 we have partnered with Women into Construction is an independent not-for-profit organisation that promotes gender equality in construction.

