

Make UK's Gender Pay Gap report 2021

Foreword – Stephen Phipson CBE, Chief Executive, Make UK

Make UK is backing manufacturing - helping our sector to engineer a digital, global, and green future.

Make UK champions and celebrates British manufacturing and manufacturers. Together, we help build a platform for the evolution of UK manufacturing.

We have extensive knowledge of UK manufacturing, which means we are able to influence policy-making at local, national and international levels. We push for the policy changes that our members want to see. We are the voice of manufacturing.

Make UK has staff based at locations in England and Wales: London, Bristol, Leamington Spa, Birmingham, Gateshead, and a significant number of home-based and flexibly working staff.

Our staff work in a wide range of different roles as the services we provide include but are not limited to: HR & Legal, Health & Safety, Learning & Development and Apprenticeship training. Make Defence, Make Venues and UK Steel are also an integral part of providing practical support to help our customers thrive.

Make UK is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

Our aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

In line with UK Government requirements, this is the fifth year Make UK has published its UK gender pay gap. This is in the form of a written statement on our public-facing website and reporting our data to government online - using the gender pay gap reporting service.

We can use these results to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.
- The impact the measures we are taking have on our results
- To be seen as an employer of choice when attracting staff in a competitive market

Part of our 5-year strategy includes a commitment to reduce our gender pay gap, which in turn helps us to ensure that Make UK, as a workplace, works equally well for our male and female employees.

I, Stephen Phipson CEO, confirm that the information in this statement is accurate.

Signed:



Date: 31 March 2022

Make UK's gender pay gap 2021

A significant factor affecting the figures this year is a number of staff being excluded from the reporting due to being on furlough leave.

This means that our results this year show a negative gender pay gap, therefore indicating that female employees are paid higher than male employees.

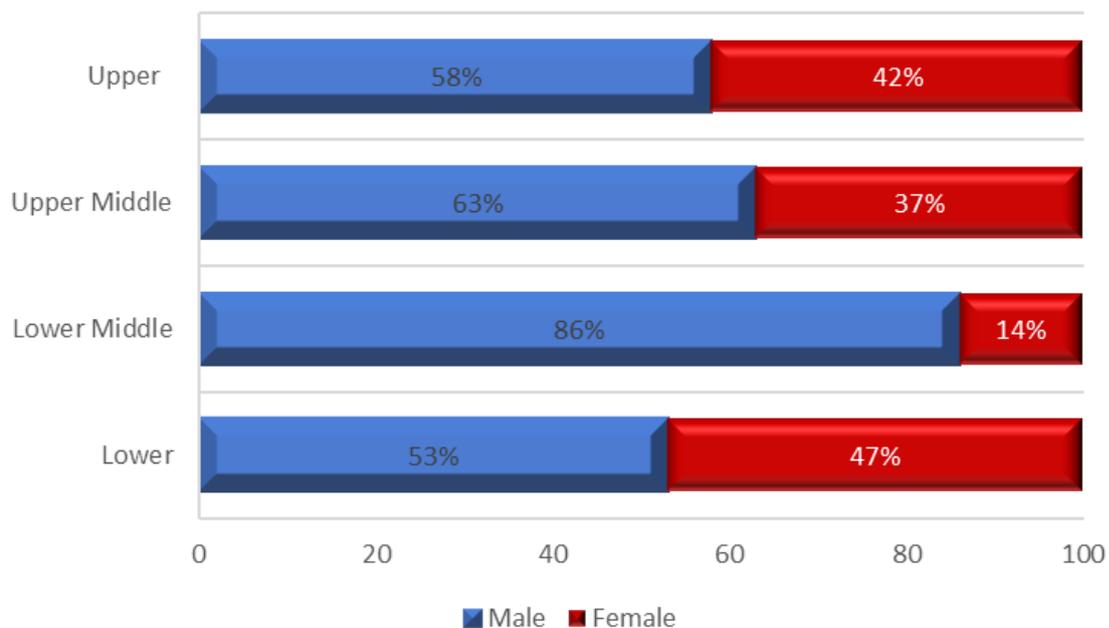
Our results display a median gender pay gap of -7.2%, down from the median gender pay gap of 14% for the snapshot date of 5th April **2020** and a median gender pay gap for the snapshot date of 5th April **2019** of 16%.

Our mean gender **bonus** gap is -23.74% (In 2020 the mean gender bonus gap was -27%. As reported last year, Make UK employs a much higher number of female staff than male staff in Business Development and Sales roles where employees can receive a commission (bonus).

Snapshot data as of 5 April 2021

Mean gender pay gap:	-1.60%	(14%)
Median gender pay gap:	-7.21%	(12%)
Mean gender bonus gap:	-23.74%	(-27%)
Median gender bonus gap:	8.40%	(-7.37)
Proportion of males receiving a bonus payment:	30.85%	(15%)
Proportion of females receiving a bonus payment:	38.12%	(14%)

Pay quartiles across the number of male and female employees (%)



The pay quartiles show the proportion of male and female employees in each category.

Understanding the Gender Pay Gap

In a typical year, when furlough is not required to be taken into account, the gap within Make UK is to some extent attributable to the wide range of different jobs that are undertaken across the organisation including hospitality, education and professional job roles.

Other trends affecting Make UK as business are that in general, the hospitality sector usually attracts more female job applicants due to the flexibility of part time working and differing shifts.

The rates of pay can also be affected by geographical variations. This could affect the gender pay gap subject to the proportion of men and women working at its different locations.

In relation to bonus payments made, the proportion of bonuses does vary significantly because the figures are heavily influenced by the inclusion of sales commissions paid to the female dominated field sales team. There is equal pay amongst the sales team (and across all of Make UK) with all members paid in accordance with their commission scheme and males have the opportunity to earn the same commission, however the smaller proportion of males affects this figure.

Measures to close the gender pay gap

Supporting flexible working

Make UK have over the last few years continued to welcome a variety of working patterns, including flexible hours and home based working subject to the needs of the business. Many of our recent job adverts have explicitly stated that flexible and remote working is possible, which we hope in turn will attract a wider range of talent into the Make UK workforce.

Reviewing pay and benefits

Make UK carries out pay and benefit audits at regular intervals, including a more detailed review during 2021 (including analysis at pay review times and during recruitment projects).

In a typical year (without furlough) this is a main contributing factor to maintaining a progressive reduction to Make UK's gender pay gap.

Make UK will continue to carry out pay and benefits audits at regular intervals (including analysis when pay is due to be reviewed).

Family leave/pay above the statutory minimum

Make UK's family leave and pay arrangements are above the statutory minimum.

Taking more focussed action

Upon publication of this report, Make UK promotes discussion of this report with its National Staff Forum Representatives.

Mentoring & Coaching

Both mentoring and coaching are part of approach to supporting management training and development plans

Staff Development/Training

By using schemes such as the Kickstart programme and apprenticeships we are providing opportunities to upskill or retrain existing staff and to also recruit into apprentice roles with a structured training plan and career development plan.

Supporting wider campaigns that promotes and champions diversity

As an organisation we will support and champion external campaigns such as International Women's Day through our various channels, including social media, to act as a voice for change and to be leader in championing equality in the workplace

Promoting Diversity, Equality and Inclusion internally and within our policy and campaigning work

Diversity, Equality and Inclusion has featured more strongly in Make UK's policy and campaigning work in 2021. We are also reviewing our internal recruitment policies and practices to eliminate any potential gender bias within the recruitment process.