

**FLOWBIRD**  
Transport Intelligence

# Flowbird Transport Ltd UK Gender Pay Report 2019



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# Flowbird Transport Ltd

## UK Gender Pay Report

# 2019

With the continued focus on Equality, Diversity, Inclusion (EDI) and gender equality in the UK, the government has introduced legislation requiring companies with over 250 employees to publish information on gender pay.

Flowbird Transport Ltd takes EDI very seriously. We are pleased to share our Gender Pay Report here.

Legislation requires all employers with 250 or more employees to publish their gender pay gap annually. This report covers employees employed at Flowbird Transport Ltd as at 5 April 2019. In preparing the statistics, we have followed the methodology required by the Government Equalities Office, which includes additional reporting on the distribution across pay quartiles and the proportion of men and women receiving a bonus.

A gender pay gap measures the difference in the pay of men and women – regardless of the nature of their work. It can be affected by the different number of men and women across all roles and seniority levels. It is different from an equal pay comparison, which directly compares two people or groups who are carrying out the same, similar or equivalent work.

### What's included in the calculations

Basic pay at 5 April 2019, including shift premium pay, maternity, paternity, sick, adoption and parental leave, regional or area allowances, car allowances (where paid as cash) and other cash allowances, as well as any bonuses paid.

### Understanding the Pay Gap

#### Calculating the mean and median gaps

The **mean** gap is the difference between male and female hourly pay rates. It is calculated by:

- Adding all full-pay male employees' hourly pay rates together, then dividing it by the number of full-pay male employees – this gives the mean hourly pay rate
- Doing the same for all full-pay female employees
- Subtracting the mean hourly pay rate for women from the mean hourly pay rate for men
- Dividing the result by the male hourly pay rate
- Multiplying this result by 100 gives the mean gender pay gap in hourly pay as a percentage of men's pay.

The **median** gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages. It is calculated by:

- Listing all male employees' hourly pay rates in order from lowest to highest, and selecting the middle hourly pay rate
- Doing the same for female employees

The difference between these two median rates is then expressed as a percentage of the men's hourly pay rate.

#### Bonus gender pay gap

The mean and median calculations are also done to compare bonuses paid over the previous 12 months. The proportion of men and women receiving bonus pay is also given.

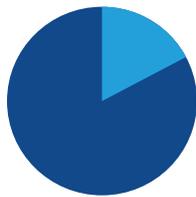
*All rates listed above are calculated by using an hourly pay rate.*

## Calculating the pay quartiles

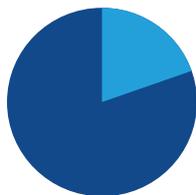
Pay quartiles are calculated by taking the pay rates of all employees across Flowbird Transport Ltd splitting the list into four equal groups and calculating the percentage of male and female employees in each of these groups.

The Flowbird Transport Ltd gender pay gap shows the difference in the mean and median hourly rate of pay between men and women in an organisation, expressed as a percentage of the mean and median male earnings. The bonus gap shows the difference between the mean and median bonus paid to men and the mean and median bonus paid to women.

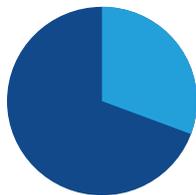
## Flowbird Transport Ltd Gender Pay Gap Metrics



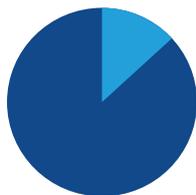
Mean Gender Pay Gap  
**17.3%**  
(2018 23.1%, 2017 26.2%)



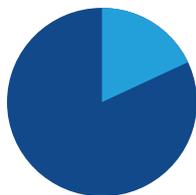
Median Gender Pay Gap  
**19.6%**  
(2018 16.6%, 2017 20.6%)



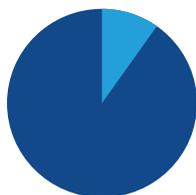
Mean Gender Bonus Gap  
**30.6%**  
(2018 53.5%, 2017 48.3%)



Median Gender Bonus Gap  
**13.1%**  
(2018 23.5%, 2017 29.6%)



Male Employees Receiving Bonus  
**18.2%**  
(2018 19.9%, 2017 15.5%)



Female Employees Receiving Bonus  
**9.8%**  
(2018 10.3%, 2017 5.6%)

## Pay quartiles (% in each band)



Band A (lowest)  
**79.0%**

Band B  
**82.3%**

Band C  
**88.7%**

Band D (highest)  
**90.5%**



Band A (lowest)  
**21.0%**

Band B  
**17.7%**

Band C  
**11.3%**

Band D (highest)  
**9.5%**

The Gender Pay Gap at Flowbird Transport Ltd arises because our business has a significant focus on engineering and there are relatively few female engineers in the recruitment market. The pay for qualified engineers is generally higher. This trend is mirrored across our industry and is an area where we wish to inspire positive change.

Our population is made up of 16% females and 84% males.

Flowbird Transport Ltd takes EDI very seriously. When we compare our data for 2017 and 2018, we have already made improvements and the pay gap has narrowed since 2017.

## Actions Taken to Address the Gender Pay Gap

We have reviewed salaries of our female employees to ensure their pay is within the benchmark for the role.

We have recruited a female into a senior Project Management role.

We have reviewed our wording in job advertisements to try to increase the number of female applicants in applying for roles, and have encouraged employees to 'share' roles via LinkedIn so potential candidates within their networks are encouraged to apply for roles.

Flowbird Transport Ltd fully encourages diversity in the workforce and we aim to encourage a culture that supports colleagues at different stages in their working lives and careers. Almost 6% of our workforce – male and female benefit from working flexible hours (including part time and compressed hours) to suit their personal circumstances.

Our aim is to recruit more females into the organisation, particularly in more senior roles, and into those roles which have historically been more male oriented, and we have further plans to improve this for 2020 and beyond.



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