

FLOWBIRD
Transport Intelligence

Flowbird Transport Ltd UK Gender Pay Report 2020



www.flowbird.group/transport

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UK Gender Pay Report

2020

With the continued focus on Equality, Diversity, Inclusion (EDI) and gender equality in the UK, all companies with over 250 employees are required 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 2020. 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 2020, 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 during the pay period covering 5 April 2020.

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** is calculated by:

- Listing all male employees' hourly pay rates 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

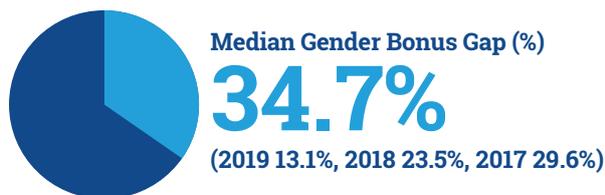
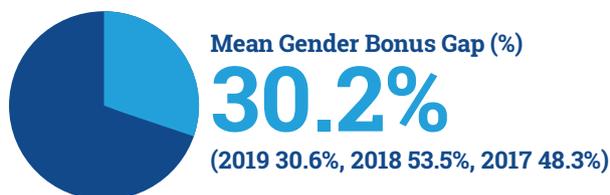
The mean and median calculations are also done to compare bonuses paid over the previous 12 months. The proportion of men and women receiving bonus pay is also given.

Calculating the pay quartiles

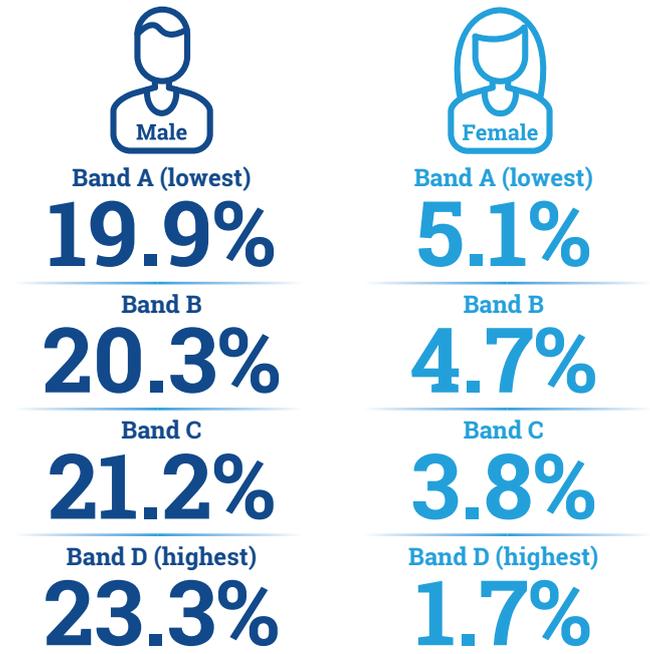
Pay quartiles are calculated by taking the pay rates of all employees across Flowbird Transport Ltd, splitting the list into four equal groups and calculating the percentage of male and female employees in each of these groups.

The Flowbird Transport Ltd gender pay gap shows the difference in the mean and median hourly rates 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



Pay quartiles (% in each band)



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 18% females and 82% males.

Flowbird Transport Ltd takes EDI very seriously. When we compare our data for 2019, 2018 and 2017, we have already made improvements and the mean gender pay gap has narrowed year on year since 2017.

When our data is benchmarked against that of the Engineering & Metals sector, which comprises of 284 companies, our mean gender pay gap is slightly under the average which is 15%, but our median gender pay gap is better than the average of 13.9%. It is also better for the mean bonus pay gap which is 34.2%, compared to ours which is 30.2%. So we are making good progress with narrowing our gap.

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.

Our aim is to increase the number of female applicants for each role we advertise. We have therefore reviewed our wording in job advertisements, and have encouraged employees to 'share' roles via LinkedIn so potential candidates within their networks are encouraged to apply for roles. We have also requested for any recruitment partner we work with to present an increased number of female applicants for our vacancies.

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. Over 6% of our workforce – male and female benefit from working flexible hours (including part time and compressed hours) to suit their personal circumstances. Due to Covid-19 we have also had a large proportion of the workforce working from home on a permanent basis, which has increased a flexible approach.

We will continue into 2021 with gender equality as a strategic objective and with the aim of further narrowing the gender pay gap.



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