

Flowbird Transport Ltd UK Gender Pay Report 2021



Flowbird Transport Ltd

UK Gender Pay Report

2021

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 and 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. Even though Flowbird Transport Ltd had 242 employees during the reporting period we have still decided to complete this exercise for good practice. This report covers employees employed at Flowbird Transport Ltd as at 5 April 2021. 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 2021, 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 2021.

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

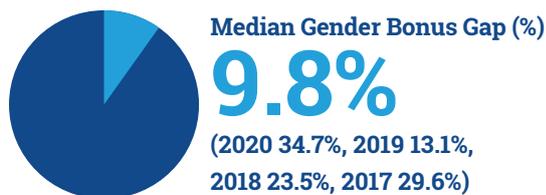
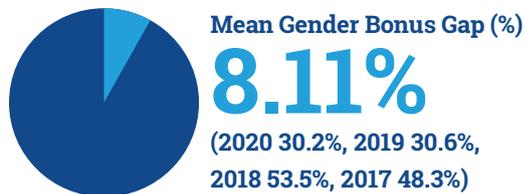
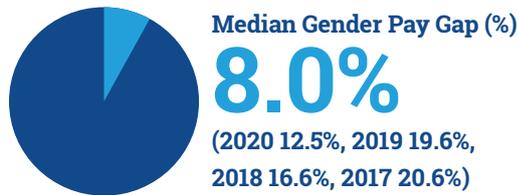
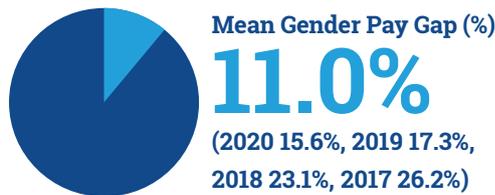
The mean and median calculations are also done to compare bonuses paid over the previous 12 months. The proportion of men and women receiving bonus pay is also given.

Calculating the pay quartiles

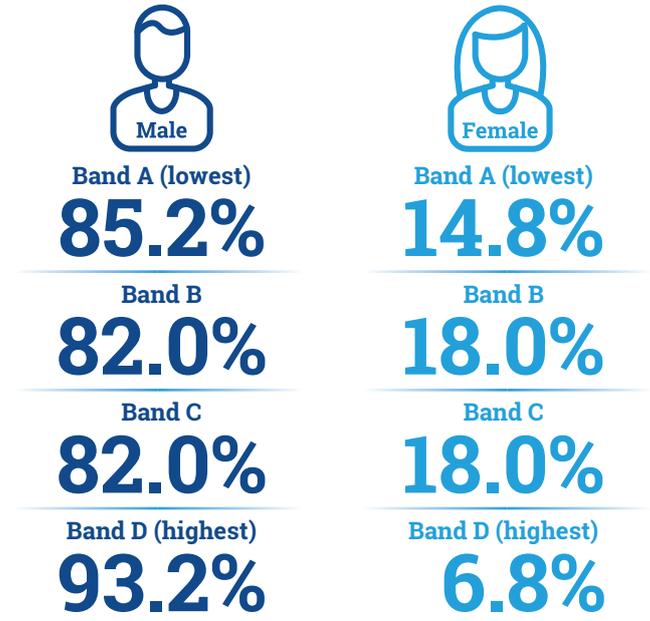
Pay quartiles are calculated by taking the pay rates of all employees across Flowbird Transport Ltd, splitting the list into four equal groups and calculating the percentage of male and female employees in each of these groups.

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 14.5% females and 85.5% males.

Flowbird Transport Ltd takes EDI very seriously. When we compare our data for 2020, 2019, 2018 and 2017, we have already made huge improvements and both the mean and median gender pay gaps have narrowed considerably since 2017. The most noticeable improvement has been the mean and median gender bonus gaps, as these are now both below 10%, which is a significant achievement.

Actions Taken to Address the Gender Pay Gap

We have reviewed salaries of all our female employees to ensure their pay is within the benchmark for the role, and have made adjustments where required. This means all female employees are being paid correctly for their roles.

Our aim during 2020 and 2021 was to increase the number of female applicants for each role we advertise. We did this by reviewing our wording in job advertisements, and encouraged employees to 'share' roles via LinkedIn so potential candidates within their networks were encouraged to apply for roles. This has enabled us to employ more females in more technical roles, where in the past we may have typically employed a male for the role. We have now seen an increase in the Band C pay quartile for females, and also a reduction in the Band A pay quartile for females.

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 7.5% 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 and are currently trialling a hybrid approach to working from both the office and at home, which has further increased a flexible approach.

We will continue into 2022 with gender equality as a strategic objective and with the aim of further narrowing the gender pay gap, and introducing more female employees to the workforce.



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