

Bridging the gap

Gender Pay Gap Report 2024



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Opening Word

This report hasn't just been created to fulfil our UK Gender Pay Gap reporting obligations, but is also an opportunity for Chelton to lend our voice to a call for gender balance across our industry and beyond.

It is fundamental to note that this is not due to unequal pay. Like many companies with roles heavily rooted in Science, Technology, Engineering and Mathematics (STEM), the gender pay gap is primarily driven by the higher proportion of men who have senior or technical roles which are generally higher paid.

We believe that many of the actions we have already taken and continue to invest in will contribute to a sustainable and meaningful change and to ensure that Chelton is a place where opportunity and fair reward is available to all, and that we encourage the next generation of females to enter traditionally male-dominated roles.



Linda Lovell
Head of HR



Overview

As part of the Government's commitment to tackle workplace discrimination, all UK companies with 250 or more employees are required to disclose their gender pay gap. This includes the comparison between mean and median hourly pay for all women and men within a business. This report covers gender pay gap data at the snapshot date of 5 April 2024 and bonuses paid in the year to 5 April 2024. The Gender Pay Gap is different from Equal Pay in that it is an average of hourly pay levels of all female employees compared to all male employees. This does not account for their role and level. Chelton is committed to paying employees doing equivalent jobs in the organisation equally regardless of their gender or other characteristics.

We are committed to providing fair and competitive pay and rewards to all our employees and we are confident that we pay our employees fairly.

Employers are required to report six different measures based on a snapshot of pay data on a particular date set out by the Government Equalities Office:

Mean Gender Pay Gap:

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

Median Gender Pay Gap:

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

Mean Bonus Gap:

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

Median Bonus Gap:

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

Bonus Proportions:

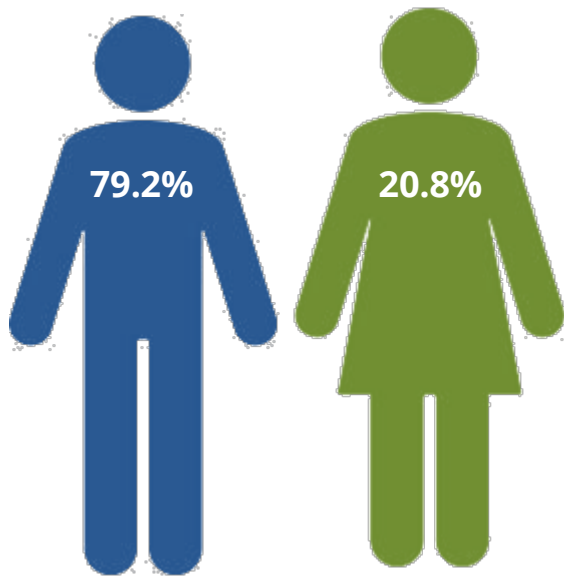
The proportion of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile Pay Bands:

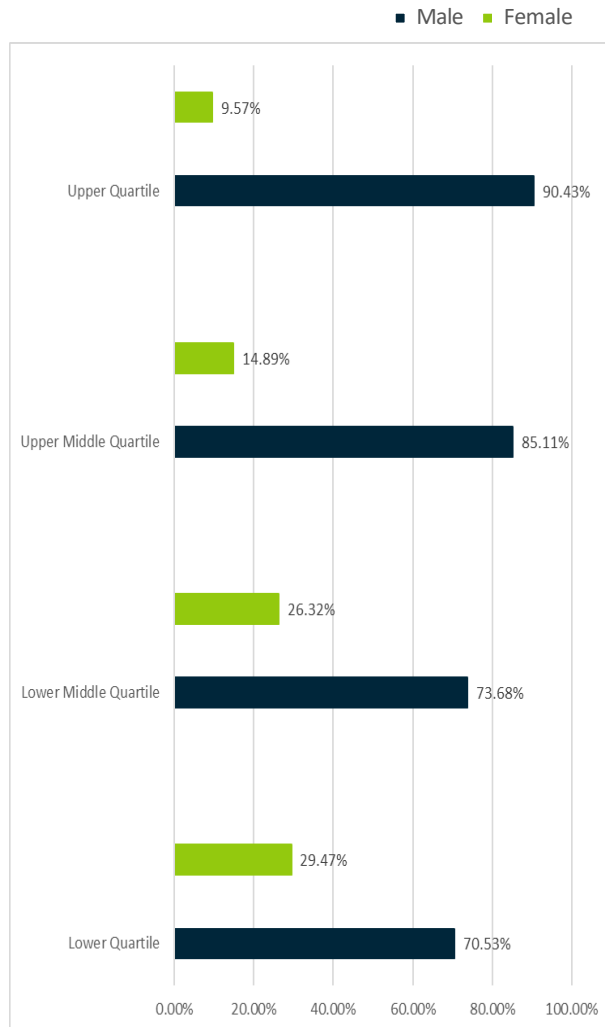
The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Summary of 2024 data

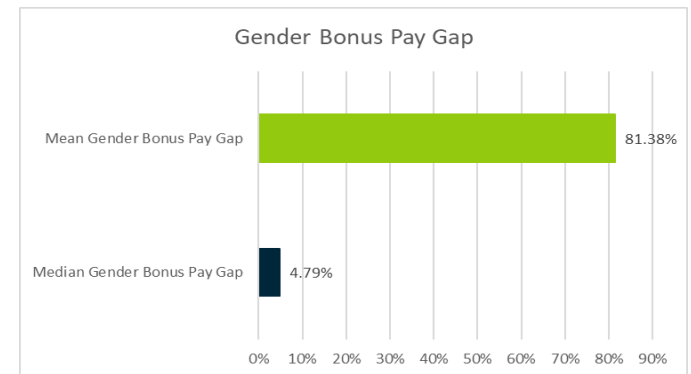
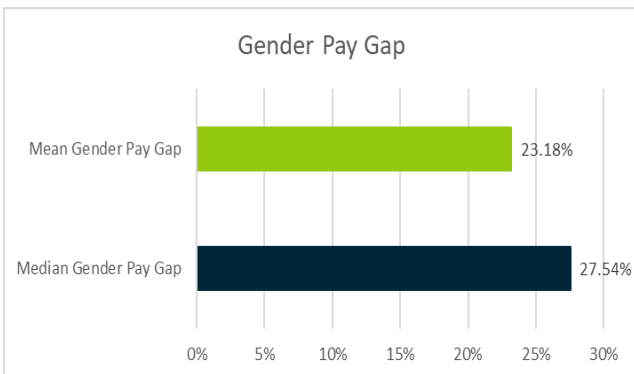
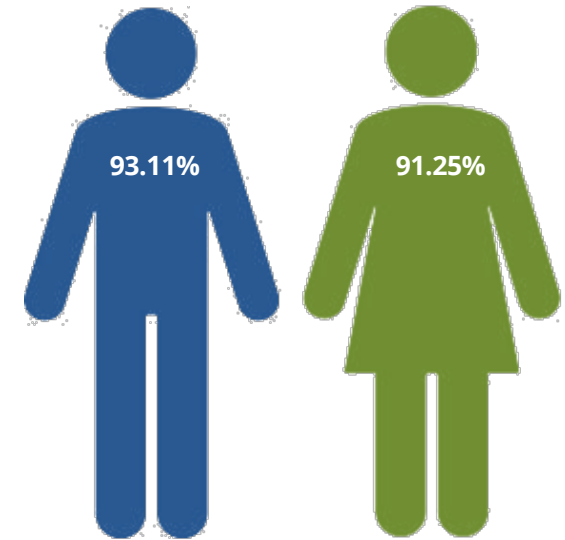
Employee Workforce



Proportion of Males & Females in each pay quartile



Bonus Gender Gap



Causes of our Gender Pay Gap

Our current mean gender pay gap is 23.18%.

We are pleased that our gender pay gap has remained at a similar figure to 2023. We have achieved this through recruitment strategies, talent succession plans and salary reviews.

The business continues to develop, and we continue in our endeavour to improve our gender pay gap.

Our gender pay gap is not due to unequal pay. Like many companies with roles rooted in Science, Technology, Engineering and Maths (STEM), it's primarily driven by the proportion of men who have senior or technical roles which are generally higher paid. Our employee makeup is reflective of the marketplace in which we sit and whilst we are committed to promoting gender diversity, this will take many years to filter through and the current gender imbalance contributes to the gender pay gap calculated across the organisation.

What are we doing to address our Gender Pay Gap?

We have all mechanisms within our reward policies and processes to promote consistency in pay for men and women performing similar roles. This includes a consistent approach to job evaluation and recruitment. Our organisation is committed to attracting and retaining female talent but like similar technology organisations, we sometimes face challenges recruiting female employees with (STEM) qualifications and experience. We actively create succession plans with a target of 75% being promoted internally. This supports the development of all employees, including females, so that they can progress through the business.

We now have an established STEM Outreach team who have developed relationships with local schools, colleges and STEM careers organisations, with a targeted focus on female-only schools, as well as support with events to increase the importance and understanding of STEM subjects in schools. We offer work experience to local schools to encourage and facilitate an entry into the engineering sector. Our STEM programme supports women in Engineering and allows younger generations a glimpse of how their careers may unfold within the industry. We also promote women in engineering within our apprenticeship and graduate schemes.

We continue to recruit and retain women at all levels across the business and recognise that there is a significant opportunity to increase the number of women in leadership positions with the development of our internal talent pool a key focus.

All of our employees are entitled to participate in the Company discretionary bonus scheme.

To support our employees, we continue to utilise our flexible working offering with an optional 4-day week and hybrid working from home opportunities. We have robust talent and succession plans and provide managers with support and the tools to ensure fair, non-discriminatory recruitment and reward processes are followed.

Our business is committed to making progress in developing a diverse workforce but acknowledge that there is still a lot to do to improve gender diversity in both the industry and within our organisation. We will be reviewing our Diversity and Inclusion strategy to improve this across the business, especially in areas such as recruitment and career development.

We continue to review our wellbeing strategy to ensure that all of our workforce have the support to help them when needed and feel empowered to have a healthy work/life balance.

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