

2017 Gender Pay Gap Report

From 2017, the UK Government has introduced regulations making it mandatory for any organisation with more than 250 employees to publish its gender pay gap annually.

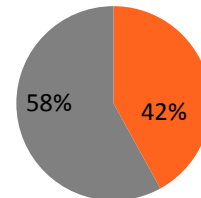
Our people are key to our competitive advantage, and it is therefore essential that we are able to recruit and retain staff from the widest possible talent pools. To support this, we are committed to being recognised as an employer of choice, creating an inclusive working environment in which all staff feel valued and respected, where opportunities are accessible to all, and where diversity and flexibility in our working and employment practices is embraced.

Pay and Bonus gap figures

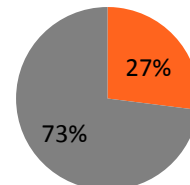
Difference between men and women		
	Mean	Median
Pay Gap	17.4%	15.7%
Bonus	64%	0%

The table above shows our mean and median hourly gender pay as at the snapshot date of 5 April 2017. It also shows our bonus gap for the period 12 months prior to 5 April 2017. Bonuses paid include Spot Bonuses, Sales Incentives and Management Bonus Schemes.

Proportion of males and females receiving a bonus

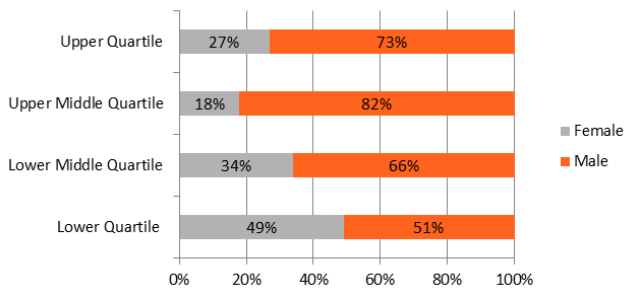


Received a bonus Did not receive a bonus



Received a bonus Did not receive a bonus

Proportion of males and females in each pay quartile band



The table above shows the proportions of male and female employees in four equally sized pay quartiles.

Understanding the Gap

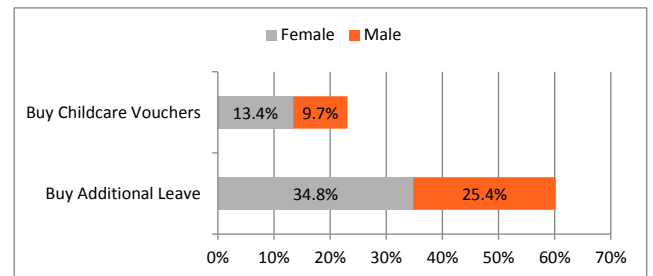
Our gender pay gap is not an equal pay issue, men and women are paid equally for equivalent roles across TRL. Our gender pay gap arises as we have more men (65% male/35% female) currently working than women at TRL. The legacy of many talented individuals from traditional engineering and technology areas at TRL have culturally and traditionally been more biased towards men. As the culture and marketplace in recent years is demonstrating a shift towards a more balanced approach, then we also see TRL also changing positively in this direction.

More senior roles at TRL are dominated by male colleagues, as they remain in the majority of those candidates suitable for the senior positions based on available experience. Specifically, when promoting from within – or when recruiting from other companies, the ‘pool’ of candidates with sufficient experience and capability still remains skewed towards men, although this is improving over time, with training and career development interventions. These senior leadership roles also attract higher pay and bonus participation.

All TRL employees are eligible for a bonus scheme, whether it is a Spot Bonus, Management Bonus or the Sales Incentive scheme. A higher percentage of women were awarded bonuses and the difference in mean bonus amounts are due to a higher proportion of men at senior levels and the payment of sales incentives. Our business development (sales) function is currently 100% male.

TRL also provides a wide range of voluntary benefits via a flexible benefits scheme. These benefits are offered via salary sacrifice, which reduces an employee’s entitlement to gross basic salary in return for their chosen benefit. These benefits include buying additional holiday and childcare vouchers. Gross pay is calculated after deductions for salary sacrifice have been made and may significantly reduce pay.

The table below shows that a larger proportion of our female population chooses those benefits that are seen as “family friendly”.



Addressing the Gap

As part of our TRL Diversity and Equality Policy we are working towards a gender diversity target of 60% male and 40% female. We have made good progress towards this from a starting point of 70% male/30% female 3 years ago.

We actively engage with organisations and groups to raise awareness of science, technology, engineering and mathematics (STEM) subjects at schools and universities. We are also a member of WISE (Women into Science and Engineering) which enables and energises people in business, industry and education to increase the participation, contribution and success of women in STEM). As a member we are committed to attracting, retaining, developing and progressing female talent at all levels within TRL.

TRL also offers all staff the opportunity to work flexibly and recognises that flexible working can increase staff motivation, encourage diversity and support retention. Forty percent (40%) of those staff who work part-time are male.

TRL has a policy and culture that fosters diversity, be it age, disability, gender, race, religion or sexual orientation and has employees from across a multitude of backgrounds. Our aim is to achieve greater gender balance across all levels within TRL that reflects our overall population.

Rob Wallis
Chief Executive

Naomi Barringer
Director, Human Resources