

2020 Gender Pay Gap Report

Introduction

As a global provider of automotive engineering, research and test services our purpose is to improve lives by making journeys safer, cleaner and smarter. We pride ourselves on providing equal opportunities for all and are committed to developing a diverse and talented team to drive our business forward. Everyone who works with us is treated fairly and each salary is dependent upon a person's role, responsibility and contribution to the business.

Within automotive consultancy, we continue to see a larger proportion of men in the industry and we're working hard to ensure all team members have equal opportunities to develop and be rewarded, at all levels.

As our industry evolves, so too do the skills required to take us into the future and our business is continuing to broaden to encompass both traditional mechanical engineering and new technologies such as connected and autonomous vehicles and automotive cybersecurity. We continue to recruit based on talent and reward our team fairly and transparently.

Whilst difficult trading conditions reduced recruitment throughout this reference period, our process has and always will continue to be fair and inclusive.

Data

MEAN BASIC PAY BY GENDER		
Women	Men	Difference
£17.06	£21.92	23%

MEDIAN BASIC PAY BY GENDER		
Women	Men	Difference
£14.39	£19.39	26%

MEAN BONUS BY GENDER		
Women	Men	Difference
£790.00	£1,424.69	45%

MEDIAN BONUS BY GENDER		
Women	Men	Difference
£654.00	£719.00	9%

GENDER PAY PROPORTION BONUS	
Women	Men
21.00%	22.49%

PERCENTAGE BONUS BY GENDER	
Women	Men
16.0%	84.0%

2019-20 GENDER PAY QUANTILES				
	Q1	Q2	Q3	Q4
	0.00 – 14.84	14.86 – 18.51	18.51 – 24.68	24.73 – 144.26
Women	54 – (36.49%)	17 – (11.57%)	14 – (9.52%)	15 – (10.20%)
Men	94 – (63.51%)	130 – (88.43%)	133 – (90.48%)	132 – (89.80%)

Mean and Median Basic Pay by Gender

From April 2019 – April 2020, there was a 23% differential between male and female mean basic pay, and a 26% differential in median basic pay. These figures reflect the wide sector of roles that we recruit across, from commercial, technical and engineering to professional services such as finance and procurement.

One of the key drivers for the difference in basic pay relates to HORIBA MIRA having broad pay bands that contain different types of role, each with their own market rate. This heavily influences salaries and is particularly evident in our pay bands where technician roles and administrative roles are within the same band but have quite different market rates. In order to recruit and retain our employees, we continue to ensure our offering is competitive within the market.

Whilst there has been an overall upward trend in the mean basic pay and median basic pay for both men and women, there has been a slight increase in the difference between male and female salaries for both the mean and median basic pay by gender metrics. This has been driven by the recruitment of technical and leadership roles at a senior level, where the successful candidates were male on this occasion, resulting in an increased male average. At the same time, HORIBA MIRA had a higher-than-average number of female leavers from senior roles which brought the female mean and median basic pay down, creating a greater differential. When analysing the reasons for female leavers, the results showed they were not for reasons that the business could influence. Whilst we continue to monitor this, we do not believe it to be a concerning trend and we are pleased to have seen significant career progression for some of our female colleagues more recently.

Mean and Median Bonus by Gender

During this reference period, less than 20% of team members were provided with a bonus, with the annual company bonus not paid during this time. Those paid were singular bonuses as part of the pay award, referral bonuses, joining bonuses and secondments.

The mean difference of 45% was heavily driven by a small number of bonus payments that related to overseas secondments, which were filled by male colleagues at the time. However, the median bonus was closer with a 9% difference.

The 21% female vs 22.49% male gender proportion data indicates that we apply the bonus scheme fairly to each population.

Summary

At HORIBA MIRA the distribution of male and female employees in the company reflects the historic industry demographic, with more female employee numbers in the lower quartiles. Whilst there is still work to do to increase the number of females across the wider automotive industry, we are committed to ensuring all team members have equal opportunities to thrive and be rewarded.

Whilst difficult trading conditions reduced recruitment throughout this reference period, our process has and always will continue to be fair and inclusive. We continued to take steps to ensure that the very best candidate for each role is selected from a diverse population and overhauled our interview process to provide rigour and coaching for managers and team members. We are working to profile ourselves as an employer of choice to all professionals in the industry and continuing our interaction and partnerships with stakeholders across education and the public sector in the forms of the Local Enterprise Partnerships and local Authorities to promote diversity in all forms.

Furthermore, we are committed to championing internal career development by highlighting career opportunities internally via our internal news forum 'News Hub' and through direct correspondence from HORIBA MIRA's Resourcing Lead. We also run regular 'Lunch and Learn' sessions, an opportunity for colleagues to learn about the broader business and the opportunities available.

In the time period we were delighted to see Stephanie Haynes win the Security Apprentice of the Year at the inaugural Computer Rising Star Awards in 2019. Stephanie was the first female in the UK to pass the level 4 Cyber Security Technologist apprenticeship and is a great example of how we develop talent within the business.

As we grow as a business, we're working to build a strong team globally, ensuring we provide fair opportunities for all to progress.