

# Gender Pay Gap Report

March 2018





# 1 Statutory Calculations

## 1.1 Introduction

In accordance with UK Government regulations Jeremy Benn Associates Ltd. have published their gender pay gap information to both the Government sponsored website and on our own company website. This report provides a summary of the statutory metrics and serves as a narrative to explain the reasons behind the company's gender pay gap statistics. Whilst reporting is only required for Jeremy Benn Associates Limited, we have also examined the situation for the JBA Group as a whole, as reported herein.

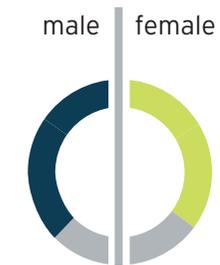
“ Our analysis highlights a gender pay gap (difference in average pay between all men and women) that is comparable with others in our sector. We are not and should not be satisfied with this. Helping all staff, irrespective of gender - or race, religion, sexuality or any other characteristic - achieve their full potential isn't only the right thing to do, it makes good business sense and reflects the kind of company we wish to be. It is incumbent upon us all to work hard to achieve that. ”

Marc Pinnell, Managing Director, Jeremy Benn Associates Limited

## 1.2 Statutory Reporting

The gender pay gap, as at the snapshot date of 5 April 2017, and the bonus gap for the 12 months prior to the snapshot date, are shown below.

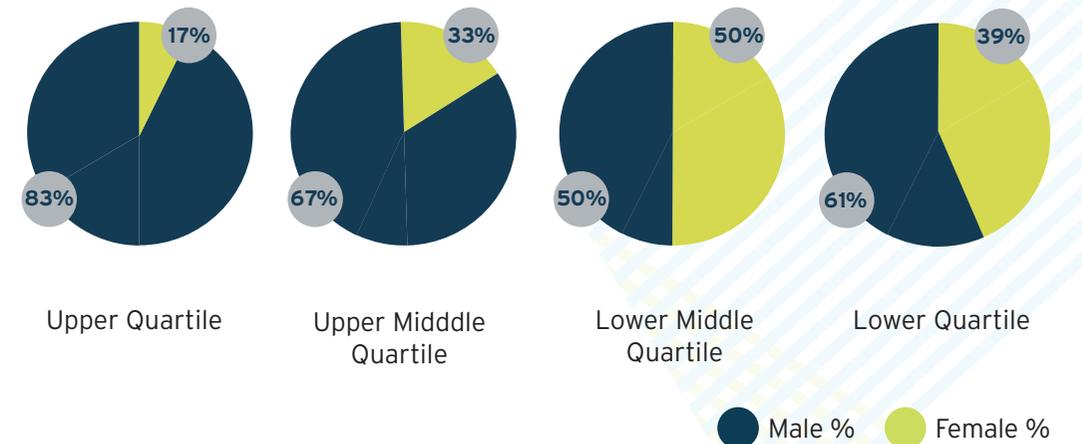
Mean (average)	Median (middle)
Gender pay gap	
21.4%	25.2%
Gender bonus gap	
34%	30%



The proportions of males and females in the overall workforce who received a bonus were as follows:-



The proportion of males/females in each quartile pay band is as follows:





## 2 Background to the Metrics

### 2.1 Gender Balance within JBA Companies

In common with many other companies within the engineering and environmental consultancy business, JBA employs more men than women. Within Jeremy Benn Associates Ltd. the split is 65/35, whereas in JBA Group as a whole it is 62/38. As demonstrated within the gender split metrics, the prevalence of male staff is greater in the senior roles. This is primarily due to the higher proportion of male STEM (science, technology, engineering and maths) graduates coming through from universities and colleges, particularly so in the case of our senior staff, many of whom would have graduated 20 or 30 years ago.

We have examined our gender pay gap in more detail; specifically within the four pay quartiles. When broken down into these smaller groupings, the mean gender pay gap is much reduced, being 9.4% in the Upper Quartile, 1.6% in the Upper Middle Quartile, 3.4% in the Lower Middle Quartile and -3.9% in the Lower Quartile (i.e. the average pay in this group is higher for women than for men).

When split into technical and administration / support roles, we find that 67% of our technical staff are male, whereas the gender split within the admin / support workforce is 50/50. Salaries of technical staff tend to be higher than those of the admin / support staff, which clearly influences the outcome of the gender pay gap analysis. Furthermore, engineering roles tend to attract higher salaries than the other technical disciplines, and our engineers are predominantly male.

We have analysed the current situation in regard to our newer starters and job applicants. This analysis demonstrates that, within Jeremy Benn Associates Ltd., the percentage of female new starters increased from 36.6% in 2016 to 42.5% in 2017. The respective increase in JBA Group was from 38.6% to 43.5%. This is encouraging, and we will continue to monitor the proportion of women joining JBA. Equal intake should be our goal. Of note, only about a third of our applicants were female in 2017. We must increase the number of female applicants that apply for roles in JBA. However, in the meantime evidence suggests that female applicants are more successful in securing employment with JBA, which supports the conclusion that we will see a higher proportion of women in our intake in the coming years.

### 2.2 Bonus Pay Gap

Our staff become eligible for our profit share scheme after 12 months' service. The reported proportion of employees receiving a bonus can therefore be affected by the relative length of service of male and female staff. If we look at those staff who were actually eligible for a bonus within the reporting period, we find that 96% of the eligible male staff received a bonus, compared to 98% of the eligible female staff, demonstrating that there is no bias in favour of men when determining profit share awards.



### 3 JBA Group Figures

#### 3.1 Reported Metrics, as they apply to JBA Group

We have taken the opportunity to analyse our gender pay gap metrics across the principal JBA Operating Companies based in Europe, namely Jeremy Benn Associates Ltd. (UK), JBA Risk Management Ltd.(UK) and JBA Consulting Engineers & Scientists Ltd. (Ireland), neither of which employ over 250 staff and therefore are not obliged to report their own figures. These group figures demonstrate smaller differences between the genders.

Mean (average)	Median (middle)
JBA Group gender pay gap	
18%	21%
JBA Group gender bonus gap	
10%	25%



The proportions of males and females in the overall workforce who received a bonus were as follows:-



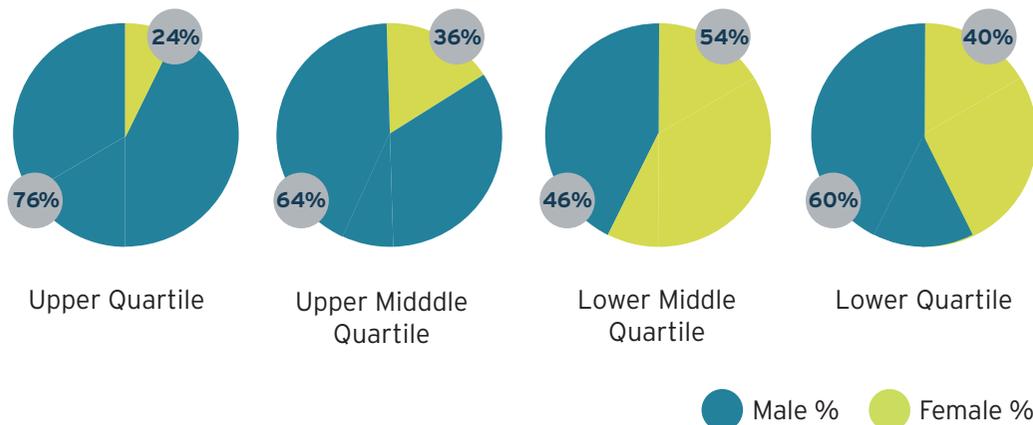
### 4 What we are going to do

Within the whole of JBA Group, we pay women the same as men for equal work, and salaries are based on grade, discipline and relevant experience. However, the results of this gender pay gap analysis has shown that, as in many other similar companies, the more senior, better-paying positions are more likely to be held by men than by women. The challenge, therefore, is to put in place measures which will actively encourage women to both apply for, and seek promotion to, the higher grades.

Initiatives such as our focus on Women in Engineering Day, increased equality, diversity and inclusion (EDI) monitoring, and the introduction of EDI awareness at all staff levels will help us achieve this. More specifically and in order to progress these aims, we will:-

- Improve our monitoring of equality, diversity and inclusion throughout our workforce.
- Continue to monitor the gender balance of applicants for positions at JBA, actively challenging the diversity of our shortlists.
- Monitor the gender balances within our various grades.
- Monitor and review starting salaries, to ensure equality between genders.
- Discuss with female staff the perceived barriers to career progression within the company and proactively encourage more women to progress into senior roles.
- Continue to take promotion and progression decisions that are based on merit.
- Examine exit interviews to identify any particular reasons for female staff leaving the company.
- Monitor and review our policies and guidance to support all our working parents.
- Ensure we offer more roles with part-time / flexible working opportunities to support working parents and women returning to work after career breaks.
- Continue to support International Women in Engineering Day and maintain close links with schools and colleges local to our offices (for example Skipton Girls High School, an engineering academy close to JBA's Head Office).

The proportion of males/females in each quartile pay band is as follows:



We are committed to closing the gap and ensuring that we attract, develop and retain the widest range of talent to JBA.



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