Overview

The national gender pay gap is 18.1% and here at MBNA Thames Clippers, our gender pay gap is better than the national average.

The maritime industry is known to be male dominated and it is estimated that women make up only 2% of the world's maritime workforce. We believe in job opportunities for everyone irrelevant of gender and we are proud that our business has the best gender diversity statistics in London*. Our intention is to further improve our current levels of gender diversity to be more representative of the communities in which we operate.

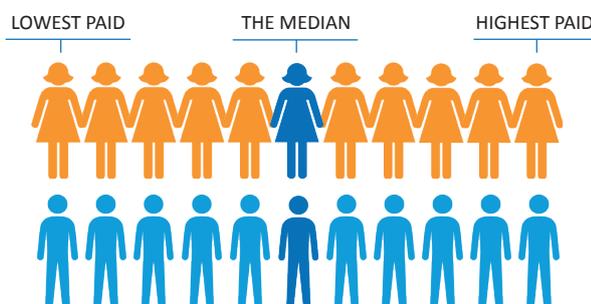*Source: Thames Skills Academy Labour Market Intelligence Survey June 2017.

What is gender pay gap and how is it calculated?

If all company employees were lined up in a female line and a male line, in order of the hourly rate of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle man.
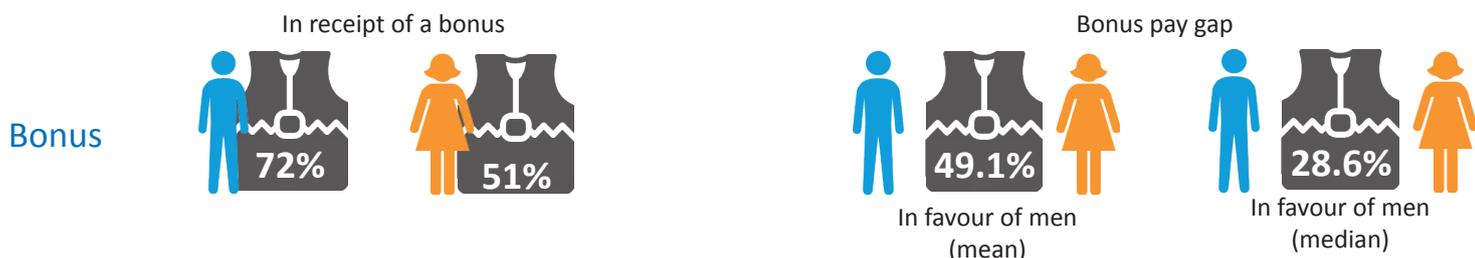
Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists.

The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a company.

This is different from 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs.

LOWEST PAID   THE MEDIAN   HIGHEST PAID

Gender Split

63%   37%
Gender split

Hourly Rate

Hourly rate gap

16.9%
In favour of men
(mean)

23.7%
In favour of men
(median)

In 2012 we introduced a consultative approach to review enhancements to pay and conditions on an annual basis and we aligned all salaries within our operational roles. We have maintained this structure ever since and have a clear and transparent matrix for assigning salaries regardless of sex, age, length of service or any other irrelevant factor.

Bonus

In receipt of a bonus

72%   51%

Bonus pay gap

49.1%
In favour of men
(mean)

28.6%
In favour of men
(median)

In October 2016 we completed a TUPE transfer of a team of 43 employees, this team are made up of mostly female employees. At the time of transfer these employees were not eligible for a bonus. We have since brought them into our bonus scheme so they will be included in 2018 gender pay figures.

Quartiles

The quartiles show the proportion of male and female full-pay relevant employees in four pay bands. To calculate the bands we have ranked the full-pay relevant employees from highest to lowest paid, divided these into 4 equal parts ('quartiles') and calculated the percentage of men and women in each of these quartiles.

Lower Quartile — Male 53% — Female 47%

Lower Middle Quartile — Male 51% — Female 49%

Upper Middle Quartile — Male 66% — Female 34%

Upper Quartile — Male 86% — Female 14%

Commitments

Whilst our gender pay gap is better than the national average we have identified the following areas to focus on to further improve the gender pay gap within our business.

Maintain our fair approach to Recruitment

- Consider where and how we advertise positions to attract the widest possible talent pool
- Assessment centres to be made up of a 50/50 gender split wherever possible.
- Further advertise female case studies on our careers site to promote role models within the organisation and give other women someone to aspire to.
- Implement unconscious bias refresher training to hiring managers.

Continue to promote a culture of inclusion

- Review our policy/approach to ensure that we are not excluding females from senior roles or promotions.
- Actively promote our existing family friendly policies such as flexible working and shared parental leave.
- Refresher training on equality and diversity in the workplace to be delivered to the team in 2018.

Employment Strategy Group

- Evaluate the impact that the employment Strategy Group has had on the gender pay statistics year on year.

Signed: 	Sean Collins, Chief Executive Officer