

Esken gender pay report

As at 5 April 2020 for period April 2019 – April 2020

Due to the continuing impact of the Coronavirus (COVID-19) pandemic, the Equality and Human Rights Commission (EHRC) have announced that employers will have an additional six months after the current deadline to report their gender pay gap information.

All employers have until 5 October 2021 to report their gender pay gap information for 2020.

Our results

Our workforce

	Esken	Stobart Aviation	Stobart Aviation Services	Stobart Energy
Men in workforce	51%	65%	63%	87%
Women in workforce	49%	35%	37%	13%

There has been a negligible change in the gender split within our Energy business. Traditionally we are a male dominated industry, but we are proud to employ a small number of female employees as drivers and within our site operation teams, one within a supervisory role.

Within Aviation, the gender split has closed slightly as a result of our cargo operation start-up.

There was significant TUPE activity during the reference period within Aviation Services which, by the very nature of these types of transfers, means that we cannot influence the gender mix.

The MEAN pay gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within our business.

The MEDIAN pay gap

The median represents the middle point of a population. In simple terms, if you separately lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

	Esken	Stobart Aviation	Stobart Aviation Services	Stobart Energy
Difference in MEAN hourly rate of pay	45.8%	18.1%	11.5%	6.8%
Difference in MEDIAN hourly rate of pay	31.0%	14.0%	13.8%	12.5%

Whilst there will always be some differences in mean and median pay due to the differential between senior team salaries and other levels within the business, the figures here are supported by an increased number of female employees in the middle to senior management structure at the time of reporting.

Likewise, the gender pay gap and population by pay qualities have significantly closed within Aviation with the progression of women across the bands within the division.

Population by pay qualities

Quartile band	Esken		Stobart Aviation		Stobart Aviation Services		Stobart Energy	
	Male	Female	Male	Female	Male	Female	Male	Female
Lower (1)	50.0%	50.0%	53.3%	46.7%	50.0%	50.0%	73.8%	26.2%
Lower middle (2)	30.8%	69.2%	60.8%	39.2%	54.1%	45.9%	92.4%	7.6%
Middle upper (3)	57.1%	42.9%	75.7%	24.3%	76.9%	23.1%	91.2%	8.8%
Upper (4)	69.2%	30.8%	75.7%	24.3%	73.6%	26.4%	87.3%	12.7%]

The major contributing factor to our significant gender imbalance within Stobart Energy is that the industry is a male dominated sector. Due to the nature of many of the lower quartile roles being held by male employees, this makes female succession planning more challenging, other than in support function roles. Within the mid to senior level roles there are more females; on the whole, these females held roles are within support functions and not within our transport or site operational teams.

Aviation Services figures have changed and the gap has got bigger, with even more men in the upper two bands. The business didn't have any significant recruitment at a senior level that would have skewed this, but with the TUPE transfers into the business we have acquired a pre-determined pool of employees.

The bonus gap

	Esken		Stobart Aviation		Stobart Aviation Services		Stobart Energy	
	Male	Female	Male	Female	Male	Female	Male	Female
Difference in MEAN Bonus Pay	86.2%		86.6%		n/a		10.5%	
Difference in MEDIAN Bonus Pay	55.0%		69.5%		n/a		58.3%	
Proportion of employees receiving bonus pay	32.1%	15.4%	5.1%	4.0%	n/a	n/a	5.5%	20.5%

Within Stobart Energy our bonuses are paid to more senior positions and within specified departments, it is noted that within one specified team there is a higher ratio of female employees, additionally within the senior leadership team the ratio of female to male colleagues is 4:7

Within Aviation the bonus gap has significantly closed with the progression of women into senior roles during the reference period.

Taking action

The majority of Aviation Services' recruitment for 2019/20 was in our warehouse which is a traditionally male dominant industry, with most other new starters brought into the business through TUPE where there is no ability to influence the gender split and will remain to be the case in the highly acquisitive sector.

With our new recruitment process, system and methods of advertising it is worth noting that we have more opportunity to attract from more diverse pools of candidates as and when we are recruiting again.