



**Gender Pay Gap Report 2018**

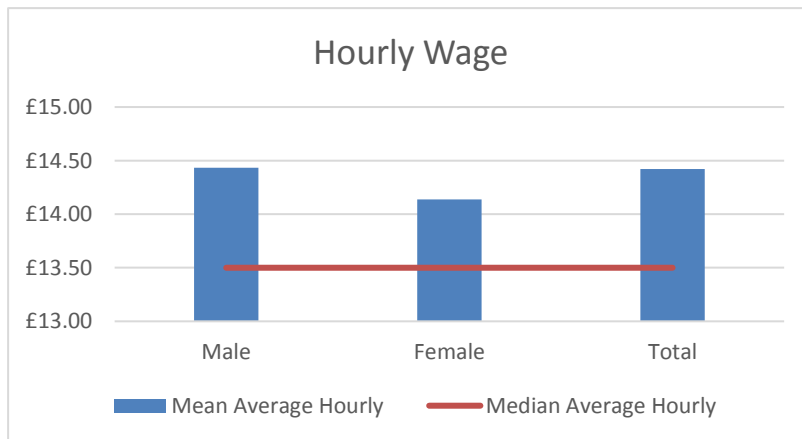
Falcon Tower Crane Services Ltd currently has a gender pay gap. One of the reasons for this is because we operate in a male dominated industry. To counteract this FTCS have introduced many measures. One measure is a complete review of the bonus scheme, which can be seen by 58.82% of female members receiving a bonus compared to 23.37% of male staff. Also, female staff have a higher mean and median average bonus.

In addition, due to the sector being very male orientated FTCS have only a small proportion of females in senior positions. Therefore, in the previous year FTCS have internally promoted female members of staff and also have actively looked to employ female staff in any new senior posts. FTCS, realise that whilst this is a great step forward, it is possible that our gender pay gap may increase in the short term. Another way to counteract the deficit is by increasing formal training for a number of female staff members which will help their career development opportunities.

**Hourly Wage**

	<b><u>Mean Average Hourly</u></b>	<b><u>Median Average Hourly</u></b>
Male	£14.43	£13.50
Female	£14.14	£13.50
Total	£14.42	£13.50

*Table 1 - Hourly Wage*



	Mean Average Bonus	Median Average Bonus
<b>Male</b>	£262.07	£0.00
<b>Female</b>	£1,326.47	£1,000.00
<b>Total</b>	£301.24	£0.00
<b>Average Bonus Comparison %</b>	-406.15%	0.00%

Table 2 – Bonus

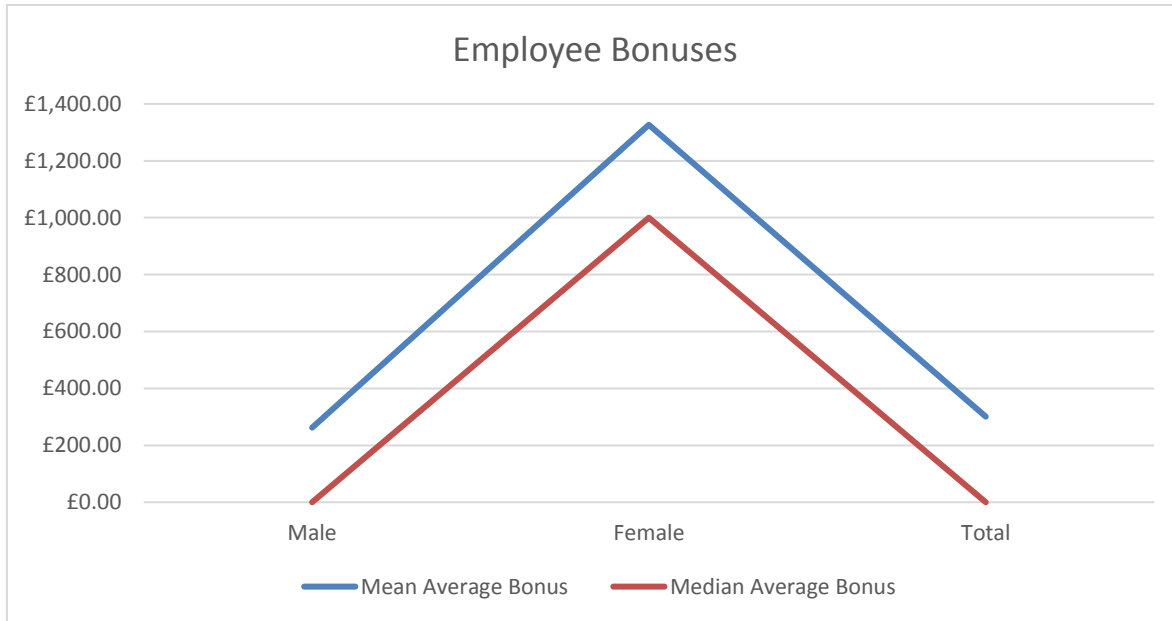
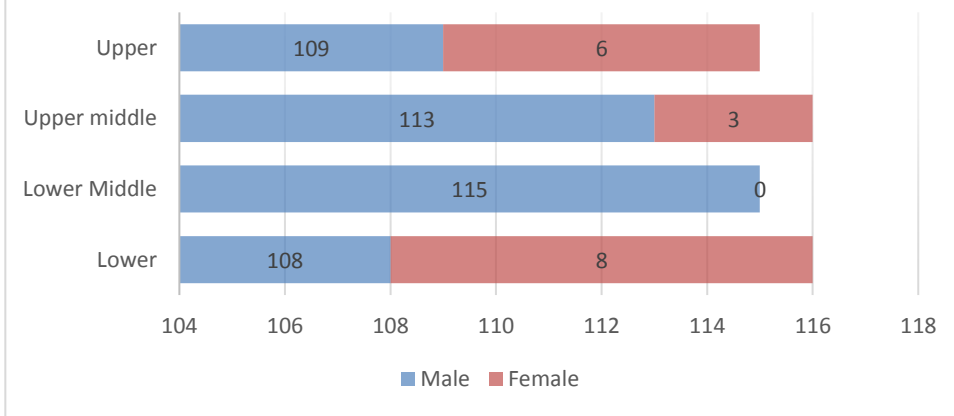


Figure 2 - Employee Bonuses

Proportion of employees earning a bonus	Number of employees
Males earning a bonus	104
Total Male employees	445 (23.37%)
Females earning a bonus	10
Total Females	17 (58.82%)

Table 3 - Bonus Proportions

## NUMBER OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE



*Figure 3 - Quartile Analysis*



Yours Sincerely,

Barbara Brown