

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.

	Mean Average Hourly	Median Average Hourly
Male	£13.98	£13.10
Female	£13.94	£13.33
Total	£0.00	£13.10
<u>Gender Pay Gap %</u>	<u>0.28%</u>	<u>-1.76%</u>

Table 1 - Hourly Wage

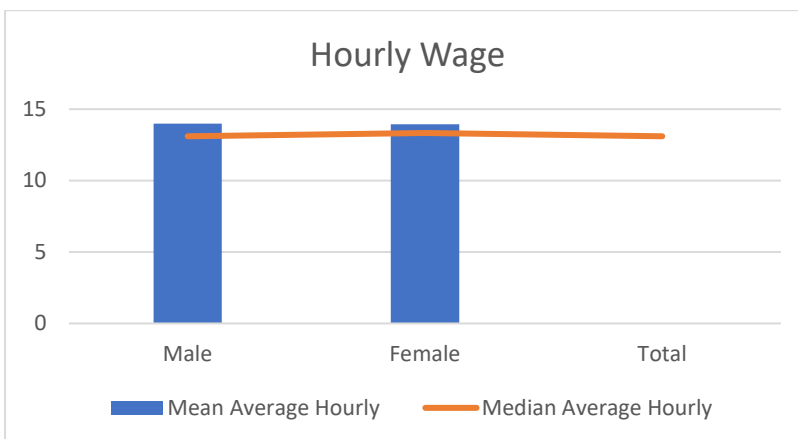


Figure 1- Hourly Wage

	Mean Average Bonus	Median Average Bonus
Male	£269.91	£0.00
Female	£2,031.72	£1,000.00
Total	£334.74	£0.00
Average Bonus Comparison %	-652.74%	0.00%

Table 2 – Bonus

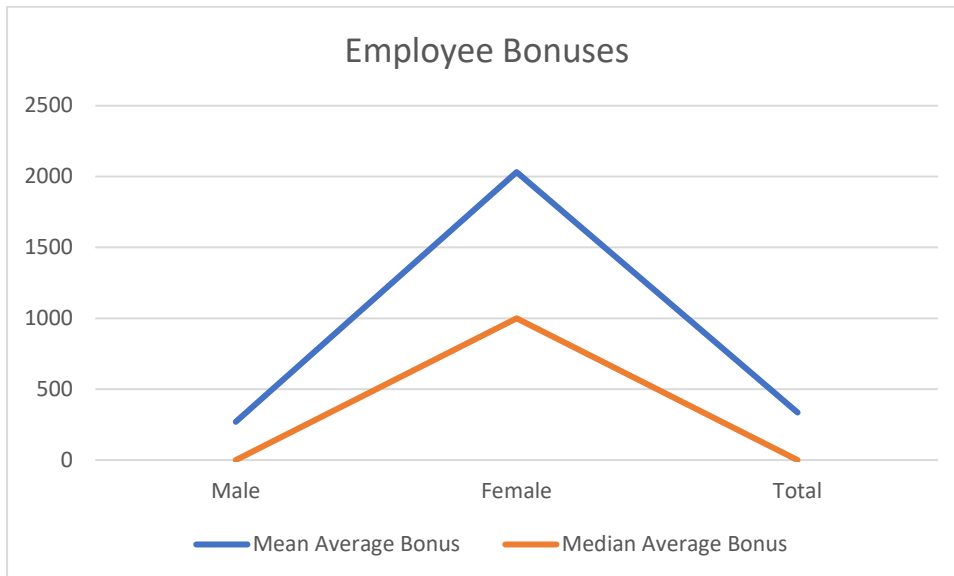


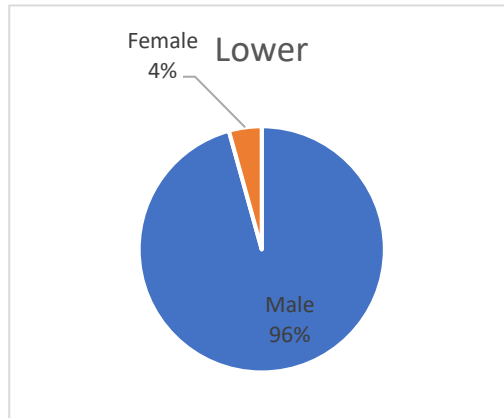
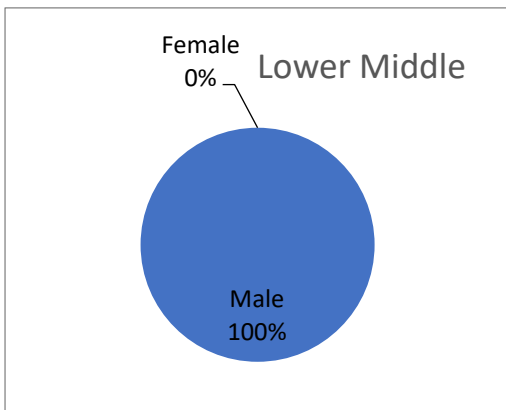
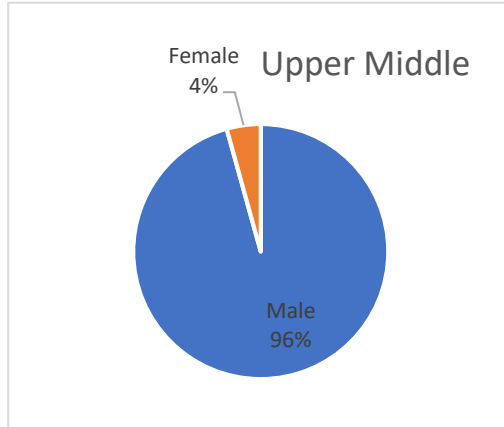
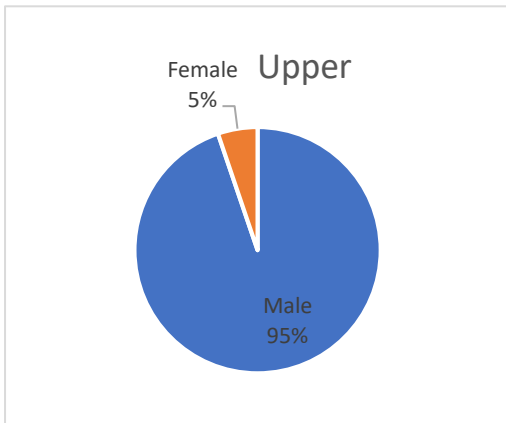
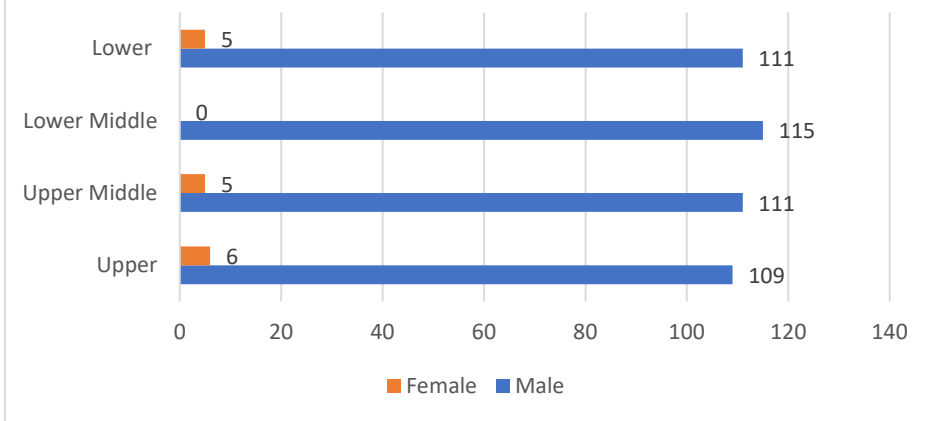
Figure 2 - Employee Bonuses

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 employee in each quartile

Figure 3 - Quartile Analysis



Yours Sincerely,

Barbara Brown