

Acorn Mobility Services Ltd, formed in 1992, is an independent manufacturer and supplier of stairlifts. Acorn is required to publish an annual gender pay gap report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Context of Gender Pay Gap Reporting

It is worth noting that Gender Pay Gap statistics effectively compare average pay and bonus received by all men in the workplace compared with average pay and bonus received by all women in the workplace. What it doesn't do is tell us anything about whether men and women are paid equally for the same or similar roles within the business.

Acorn has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic). As such, we:

- carry out pay and benefits audits at regular intervals
- evaluate job roles and pay rates as necessary to ensure a fair structure
- have put in place banded pay structures for roles within the business to ensure consistency

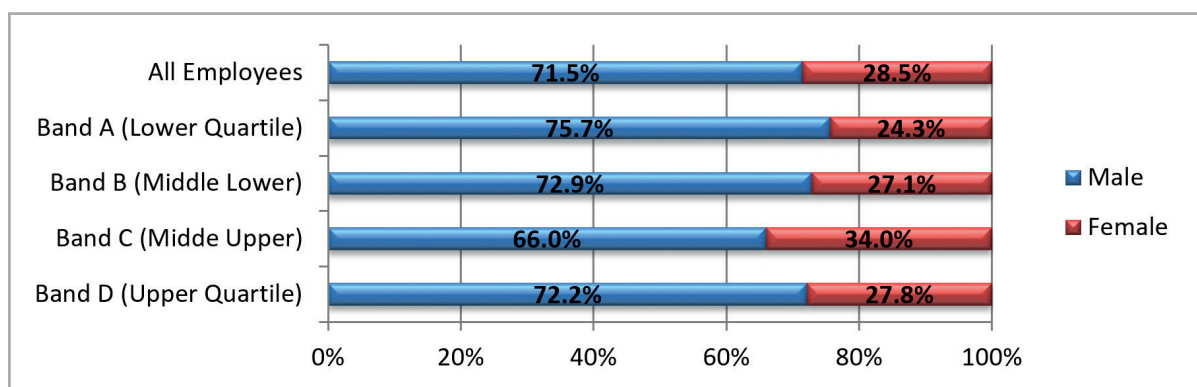
We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

## Acorn's Gender Pay Gap Report

This report is for the snapshot date of 5 April 2018 for Acorn Mobility Services Ltd, at which date our UK employee base was made up of 72.7% males and 27.3% females.

- The mean gender pay gap is 3.9%.
- The median gender pay gap is -3.5%.
- The mean gender bonus gap is -1.3%.
- The median gender bonus gap is -128.3%.
- The proportion of male employees receiving a bonus is 26.1% and the proportion of female employees receiving a bonus is 43.5%.

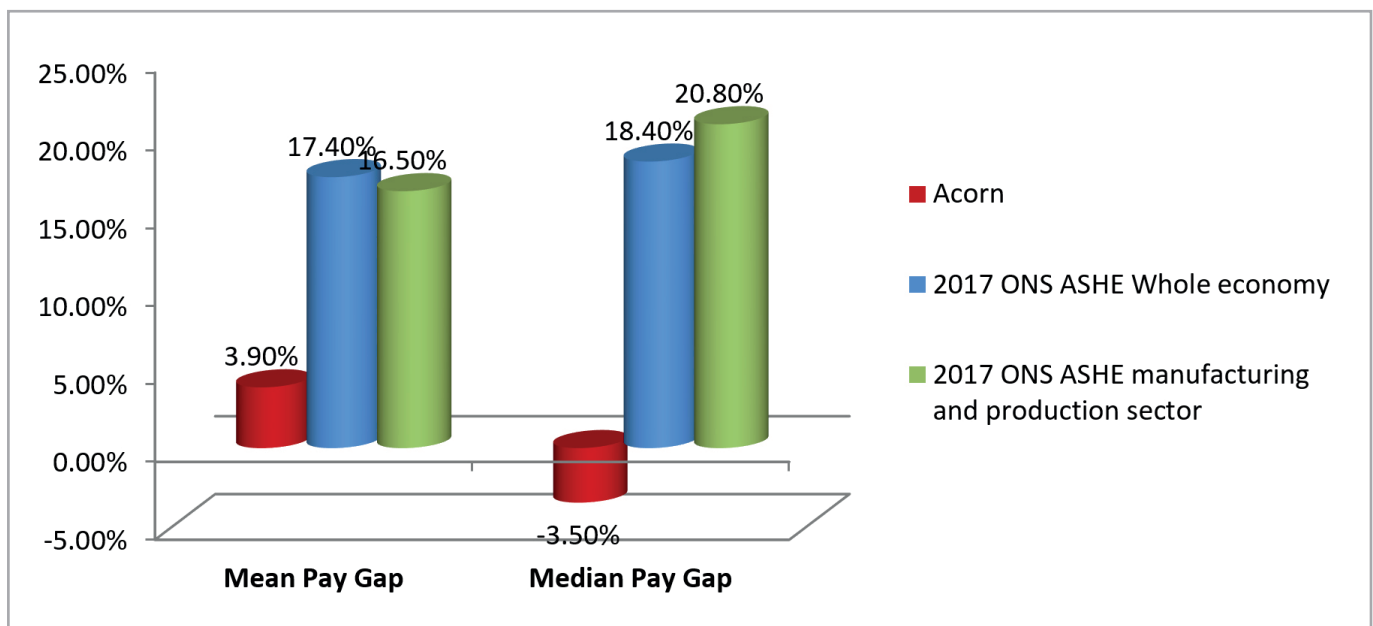
## Pay Quartiles By Gender



## How does Acorn's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Acorn's gap compares favourably with that of other organisations, including those within our industry sector.

### Comparison with other organisations



At 3.9%, Acorn's mean gender pay gap is significantly lower than both that for the whole economy of 17.4% and that for our sector of 16.5% (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).

At -3.5%, Acorn's median gender pay gap is also significantly lower than both that for the whole economy of 18.4% and that for our sector of 20.8% (according to the October 2017 ONS ASHE figures).

### Understanding the Gap

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Our employee population is made up of 71.5% males and 28.5% females and this split is broadly represented at all the pay quartiles, with the highest representation being in the upper middle quartile (34% female).

The mean gender bonus gap for Acorn has reduced significantly from 51.6% in 2017 to -1.3% in 2018. This is primarily due to the reclassification of piece rate payments as earnings, which were included in bonus calculations in the 2017 analysis. The mean gender bonus gap for 2018 is therefore a truer reflection of our practices. Further, if you consider these as amounts rather than in percentage terms, the figures involved are comparatively small, with a difference of only £72 between the average female and male bonus paid for the full 12-month period.

Unfortunately, despite improvements in recent years, still fewer women than men study and work in engineering disciplines in the UK (Source: WISE campaign for gender balance in science technology & engineering, Female employment by STEM industry in 2018, published Oct 2018). Across the UK economy as a whole, men are therefore more likely than women to be in field based engineering roles, which attract higher rates of pay than other roles and little has changed in that respect within the last 12 months.

Our field based engineering roles are also physically demanding and require an element of heavy lifting, due to the nature of our product. This results in the roles being less attractive to female workers, is reflected in the very low number of female job applicants we received for these role and remains a challenge for Acorn in recruiting female engineers.

## What are we doing?

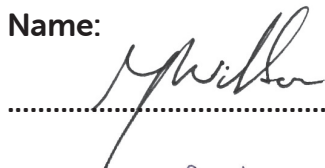
Acorn's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the manufacturing sector and we are confident that our approach to pay promotes fairness and equality for men and women in the same or similar roles. We also recognise that our scope to reduce this gap by attracting more females into our field based engineering roles is limited - we have, for example, no direct control over career choices individuals make.

## Our plan:

- To continue carrying out regular pay and benefits audits and job evaluation to ensure fairness and consistency in our pay structures.
- To work on a project with other local employers and schools/colleges to promote manufacturing and engineering to young people in our region through an Industrial Centre of Excellence.
- Continue to engage with MADE UK (EEF), who are working to encourage more women into careers in manufacturing and engineering.

**I / we confirm that the information in this statement is accurate.**

Name:



.....**Nick Wilson, Director**



.....**Joanne Richardson, Director**

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.