

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 on a snapshot date. 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

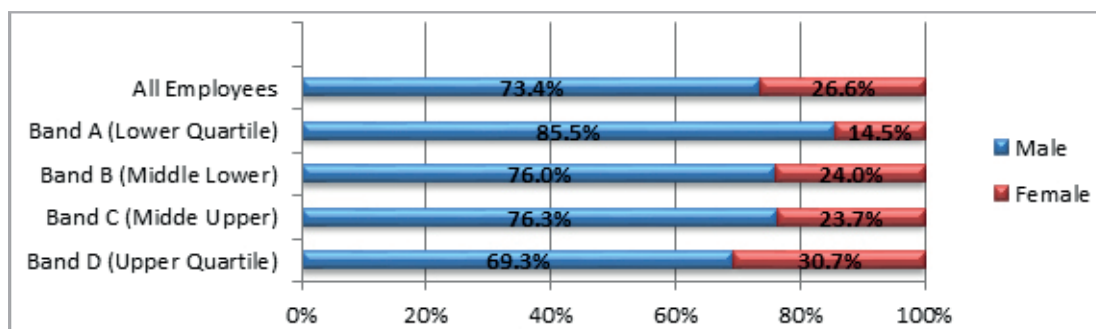
We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

## Acorn's Gender Pay Gap Report

This report is for the snapshot date of 5 April 2020 for Acorn Mobility Services Ltd. It is worth noting that due to the COVID-19 pandemic, at that date approximately 42% of employees were absent or furloughed and not full-pay relevant employees for the purposes of the snapshot. This means that the data on the snapshot date will not be fully representative of the employee base under normal circumstances. Notable differences are highlighted in the report. On the 5 April 2020, our UK employee base included in the snapshot was made up of 73.4% males and 26.6% females.

- The mean gender pay gap is -2.0%.
- The median gender pay gap is -7.2%
- The mean gender bonus gap is -11.1%.
- The median gender bonus gap is -124.50%.
- The proportion of male employees receiving a bonus is 47.8% and the proportion of female employees receiving a bonus is 74.3%.

## Pay Quartiles By Gender



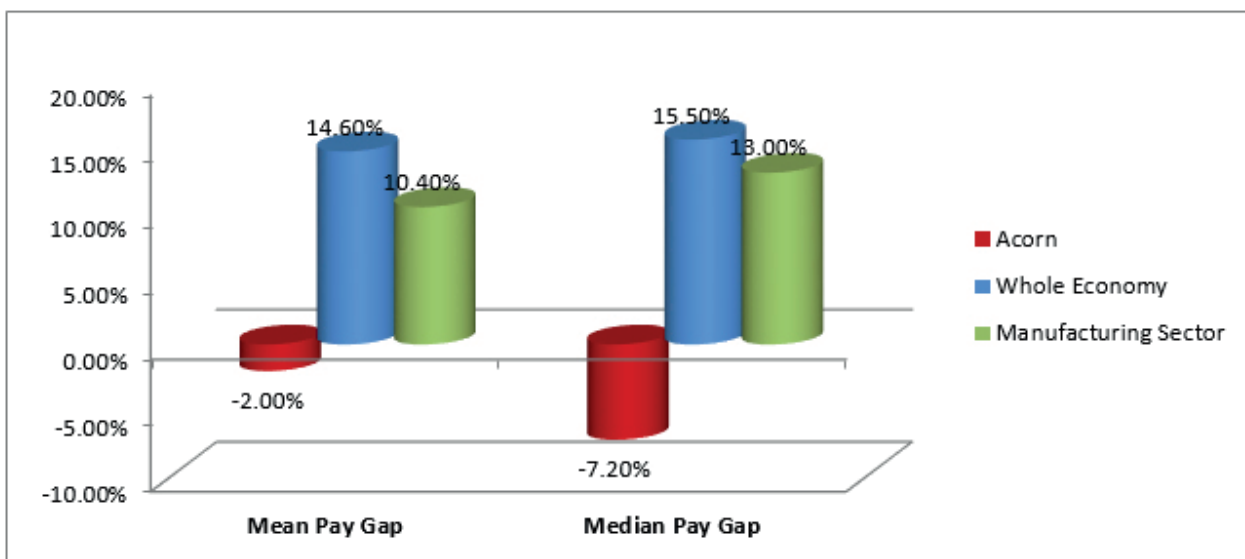
## How does Acorn’s gender pay gap compare with that of other organisations?

Most organisations have a gender pay gap, and we are pleased to say that Acorn’s gap compares favourably with that of other organisations, including those within our industry sector.

The mean gender pay gap for the whole economy (according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.6%, while in the manufacturing sector it is 10.4%. At -2.00%, our mean gender pay gap is a lot lower than the whole economy and our sector.

The median gender pay gap for the whole economy (according to the November 2020 ONS ASHE figures) is 15.5%, while in the manufacturing sector it is 13.0%. At -7.2%, our median gender pay gap is a lot lower than the whole economy and our sector.

## Comparison with other organisations



## 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.

Due to the COVID-19 pandemic, approximately 42% of the Acorn workforce were absent and therefore excluded from the data. Most departments were affected and employees at all levels, both male and female were absent. On the snapshot date, the full-pay relevant employee population was made up of 73.4% males and 26.6% females, compared to the whole of our workforce being made up of 70.4% males and 29.6% females.

Our production lines continued to operate in early April 2020; the majority of those production employees are male and typically fall into the lower quartile of our pay data. As a result, the data appears to show fewer females in the lower quartile than would normally be the case. Additionally, it was necessary to suspend all but emergency visits into customer homes at the time of the snapshot, resulting in 44% of our Field Engineers being furloughed at the time. Field Engineers are predominantly male and usually fall into the middle upper and upper quartiles of our pay data. Their absence from work at the snapshot date has skewed the data slightly resulting in proportionally more female workers falling into the upper quartile band than would usually be the case.

Our gender pay gap has reduced significantly since the 2019 report, however this has primarily been as a result of the exclusion of many employees from the data as a result of the timing of the snapshot date.

The mean gender bonus gap for Acorn stands at -11.1 and the median at -124.5. Primarily this is due to the fact that in addition to our Sales and Service teams, who can earn bonus and commission payments, Field Engineers, who are exclusively male, earn occasional commission on additional service sold to existing customers. This has the impact of skewing the bonus earnings figures for males as commission payments made to Engineers over a 12-month period will be much lower than those made to employees working in the sales teams.

## 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 projects 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 industry bodies such as 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:



.....Kate Gledhill, 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.