

Roke Manor Research Ltd 2018 Gender Pay Report

Gender Pay legislation requires employers with 250 or more employees to publish statistics to show the 'pay gap' between male and female employees.

Foreword

Roke engineer solutions that safeguard and protect in an uncertain and increasingly connected world. We do this by investing in excellent people who take pride in their work and promote an open, friendly and trusted environment where their abilities will be recognised and rewarded.

We recognise that our culture must be one that allows our people to be themselves and excel, regardless of gender.

Whilst we are confident that men and women receive equal pay for equal work, we do have a gender pay gap. The reasons for this are:

1. we have fewer women in senior roles
2. we have a larger proportion of women working in our support departments
3. there are fewer women across our industry working in STEM (science, technology, engineering and mathematics) related roles from which we can recruit.

Our gender pay gap therefore reflects wider, national issues. In the UK, only 25% of STEM graduates are women, and in engineering and technology degrees this figure is just 14%.

We are working hard to narrow our gender pay gap and reporting annually allows us to address the reasons behind it.

We support the UK government's leadership in addressing gender inequality, and can confirm that information contained herein is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (ACAS).

Re-balancing the gender pay gap will take time and we have a responsibility to enable all our employees to reach their full potential by ensuring all our talent acquisition and management practices are inclusive.

We will strengthen our internal networks to eliminate any unconscious bias in our systems, processes and policies and inspire everyone at Roke to foster a culture of inclusion and diversity at every level. We will also continue to tackle the root causes of gender imbalance by sponsoring and engaging in STEM programmes for women.



Paul MacGregor
Managing Director



Sarah-Jayne Richardson
People Director

What is a Gender Pay Gap?

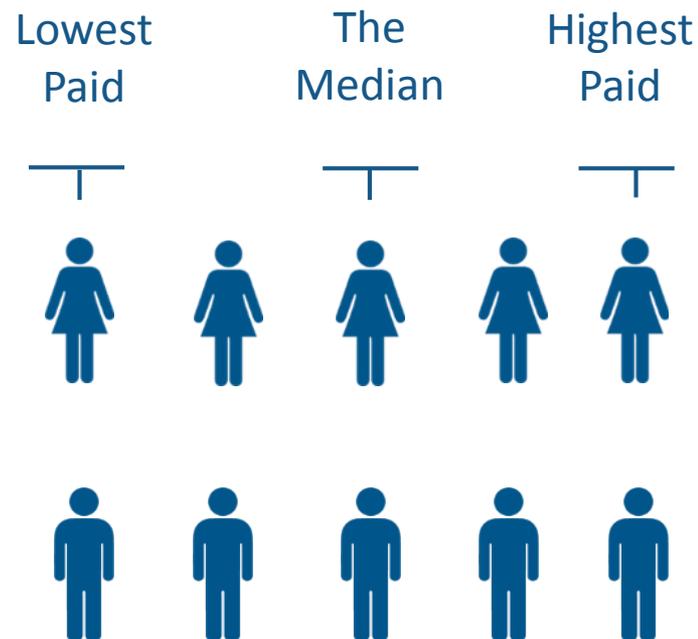
A gender pay gap shows the difference in the average hourly pay between all men and women in a workforce.

If all female employees and separately all male employees were listed in order of pay level, the *median gender pay gap* would compare the pay of the female in the middle of such a list with the pay of the middle male.

The *mean gender pay gap* shows the difference in the average hourly rate of pay between men and women.

A gender pay gap differs from an equal pay issue. In the UK, it has been a legal requirement for companies to pay men and women equally for doing equal work since 1970 under The Equal Pay Act.

Men and women at Roke are paid fairly and equally for doing the same job. For the past few years, we have benchmarked the base pay of all our roles, both externally and internally.



Our Results

The data illustrates the gender pay gap for our employees on 5th April 2018

Gender Pay Gap

Median	Mean
32.26%	28.10%

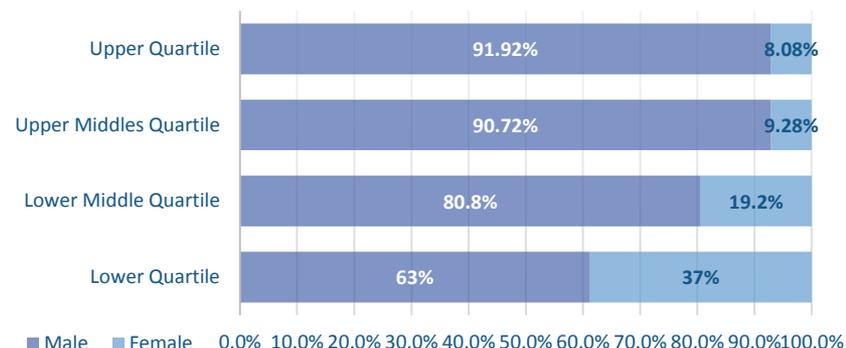
All female and male employees are listed separately in order of pay rate. The median gender pay gap is the difference in pay of the female and the male in the middle of the lists.

The mean gender pay gap shows the difference in the average hourly rate of pay between men and women.

Overall, women currently represent only 18.6% of Roke's workforce. This is a direct reflection of the nature of our business and sector in which we operate.

As a result of initiatives underway, we have seen the proportion of women in our apprentice and graduate intake increase. We will continue to recruit and develop all employees to foster a culture of diversity and inclusion at Roke.

Distribution of men and women across pay quartiles



The results above show that there is a significantly greater proportion of male employees across all levels of our business. Women are also less well represented in the top quartile as a result of Roke having fewer women in senior leadership roles, which attract higher earnings.

Our Results continued

All employees are eligible for a bonus depending on individual performance, as reflected in the results below.

Bonus Gender Pay Gap

	Median	Mean
Bonus Gender Pay Gap	20%	-18.1%

The bonus gender pay gap shows the bonus pay difference between men and women, irrespective of their role, at the median (mid-point) and mean (average).

Proportion of People Awarded Bonus Payments



6.52%



28.77%

The results above reflect that only the Service Support Area of the Company were paid a bonus, for their support of another Chemring Company. In this area 57% of the employees are female.

Addressing Our Gender Pay Gap

Our employees are critical to our success and reputation. We rely on them in every aspect of our work and we value and appreciate their commitment to deliver the critical programmes our clients require. Therefore, it is only right that we support them in both their professional and personal lives through a comprehensive reward and engagement package. Beyond salary, bonus, pension and private healthcare, our initiatives include flexible working arrangements that give our employees the ability to adapt their working hours to meet personal and business commitments.

We want to encourage more women to consider a career at Roke and have ambitions to increase the number of female engineers within our business. We work closely with organisations like IET to support the **#9PercentIsNotEnough** campaign and the development of and progression of women in engineering.



Our environment at Roke must support all our employees to fulfil their potential. In working towards this we have changed the way we advertise to ensure gender neutral representation.

Good progress is being made in building our early career programmes. Numerous graduates and apprentices have joined Roke across both technical and non-technical roles and comprise 11.2% of our workforce. We are encouraged by the fact that 13.5% of this total are female.

We have strong links with a number of universities and were shortlisted in 2018 for our collaborative work with the University of Southampton in the National Undergraduate Employability Awards. We have been ranked 13th in the top 50 Small to Medium Under Graduates Employers Award.



We are members of WISE (Women in Science and Engineering) and Stonewall, and have two active employee resource groups “Women in Roke” and “Inspire” whose primary focus is on inclusion and diversity. Last year we participated in the Royal Academy of Engineering’s Graduate (RAENG) Engineering Engagement Programme which sought to increase diversity and inclusion across the engineering profession by actively engaging with a broader audience at graduate level. We are on the RAENG Majority Allies steering group, seeking to develop and provide additional tools and resources for allies to inclusion and diversity within engineering businesses. We are platinum members of the Cyber Security Challenge whose primary goal is to bring diverse talent into the Cyber Security Industry.



Roke wants to ensure that we retain the best talent throughout the education pipeline. We invest significant time and effort into inspiring the next generation of female engineers, scientists, and mathematicians through events like our schools outreach programme and our annual Women in Engineering day with local secondary schools. The aim of these programmes is to help young women to understand the important role they have to play in our industry, and to encourage and guide them in the educational choices needed to pursue a STEM-related career. These events give us a great deal of excitement about what these young women will achieve in the future, and we will be watching their careers with great interest

Currently only 11% of the UK engineering workforce is female and the ambition is to grow this to 15% over the next 10 years with the IET 9% is not enough campaign. It is our ambition to grow our engineering workforce to meet this target.