

James Dawson & Son Ltd – Gender Pay Gap

The data presented is for the employees of James Dawson & Fenner Precision manufacturing business units based in Lincoln.

Figures below have been calculated with data collected as at 5th April 2020.

Pay Gap

The calculation includes all employees (hourly paid & salaried) including entitlements to shift allowance and other premiums:

- Mean gender pay gap = - 10.7%
- Median gender pay gap = - 4.7%

Bonus Gender Pay Gap

This calculation is only applicable to those who received a bonus:

- Mean bonus gender pay gap = 55.2%
- Median bonus gender pay gap = 29.6%

Proportion of Male/Female Employees Receiving a Bonus

This calculation is applicable to all employees:

- Males receiving bonus = 14.2%
- Females receiving bonus = 51.5%

Proportion of Male/Female in Each Quartile

- Upper Quartile – Male = 72.6%
- Upper Quartile – Female = 27.4%
- Upper Middle Quartile – Male = 86.9%
- Upper Middle Quartile – Female = 13.1%
- Lower Middle Quartile – Male = 92.9%
- Lower Middle Quartile – Female = 7.1%
- Lower Quartile – Male = 73.8%
- Lower Quartile – Female = 26.2%

Narrative

Pay Gap

The negative mean gender pay gap is explained by the fact that we are a labour intensive manufacturing company and generally there are more male factory operatives at lower salary levels than females. Our female employees tend to be in staff or management positions which are higher paid.

Bonus Pay Gap

There is a higher proportion of male staff at the top of the bonus scale.

Proportion of Male/Female Receiving a Bonus

39 out of 274 males received a bonus and 34 out of 66 females received a bonus. This is due to the lower proportion of females employees in the factory.

Quartiles

The figures show that male employees are dominant in all quartiles due to the industrial sector which the business operates in which historically attracts more males than females. However, we are seeing more females attracted to manufacturing as a career option and we are seeing an increase in the number of females filling Management and Leadership positions and the upper quartile has increased from previous years as a result. However, the majority of our female employees still tend to be in lower paid office and administration roles, or in factory operative positions, but the pay gap is closing and has improved year on year. The lower quartile has increased for males as we have recruited more operators in the factory.

In summary, the business is a technically driven manufacturing operation which has historically been more male dominated, but this is changing (albeit very slowly). We do not discriminate between male / female pay for same or similar roles. For hourly paid the pay grades are fixed based on factors such as time spent in the role, relevant training, experience and merit. Similarly, for salaried staff, the pay is determined by the role and the relevant experience and qualifications of the individual fulfilling the role, as well as performance. For all vacant positions we accept applications from all genders and ethnic backgrounds and recruitment is determined by the suitability of the individual to successfully fulfil the role which is not gender specific.



Paul J. Edwards
Managing Director

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