

Gender Pay Gap Reporting Statement

proAV are committed to promoting equal opportunities, diversity and inclusion for all staff and job applicants. We endeavour to create a working environment in which both female and male colleagues have the opportunity to maximise their talent. Subject to individual performance and merit the opportunity to earn is equal amongst both genders.

Irrespective of occupation, it is acknowledged that the gender pay gap is entirely in favour of male full-time workers. The Audio Visual industry focuses on technology, and has for many years been male dominated. The Government's ambition is to encourage the female population into STEM learning as their chosen career path so as to reduce and equalise the genders in each pay band, and we fully support development of all our staff irrespective of gender.

Findings Apr 2017 – Mar 2018

<u>Difference between Male and Female colleagues</u>		
	<u>Mean</u>	<u>Median</u>
Pay Gap	14.5%	13.7%
Bonus	42.1%	52.2%

<u>Proportion of Males and Females in each Pay Quartile</u>				
	<u>Lower Quartile</u>	<u>Low/Mid Quartile</u>	<u>Mid Quartile</u>	<u>Upper Quartile</u>
Male	68.2%	85.6%	83.1%	85.4%
Female	31.8%	14.4%	16.9%	14.6%

<u>Proportion of Males and Females receiving a Bonus Payment</u>	
Male	15%
Female	10%

<u>Gender Split</u>	
Male	80.7%
Female	19.3%

The gender pay gaps aims to show the difference between the average earning of men and women. At proAV we recognise that there are a higher proportion of women that fall within the lower – low/mid quartile whereas there is a higher proportion of men in the upper quartile which is dominated by our technical, engineering and sales roles.

proAV 2017/2018

Over the last 24 months, we have been able to accommodate flexible working requests informally for all genders to ensure that it meets the operational needs of the business and accommodates the team. We have accommodated formal flexible working requests suiting both genders, accommodating parental needs and geographical demands.

In addition, we have accommodated sabbaticals and secondments so as to retain talent within the organisation. An option open to all genders within the business, as we believe this drives the employees career path and builds the employer brand.

proAV plan for 2019/20

- We are committed to promoting equal pay and opportunities for all staff and job applicants irrespective of their gender.
- Each job applicant or prospective candidate is treated on the basis of their relevant merits and abilities and all vacancies are open to all genders.
- Where appropriate we will seek to anonymise CVs to remove any gender bias.
- We confirm that all salaries are benchmarked prior to advertisement, and there is no distinction between gender. Salary, commission and bonus' are awarded based upon their skill set and knowledge for the role concerned.
- We continually strive to create a working environment empowering all genders the opportunity to work and progress in proAV.
- We seek to respect each employee and their individual needs and whenever possible, subject to operational requirements, will endeavour to be flexible.
- We will actively consider whether an existing role can be undertaken by adjusting the contractual hours, shift times, or job share so as to promote flexible working.

We will continue to encourage our staff to be open, honest and transparent with the organisation and share any concerns they have regarding our findings and our commitments.

In accordance with the Equality Act 2010, and its protected characteristics, we will not discriminate against others, however we will take positive action towards reducing the gender pay gap, by seeking to remove any prejudice, and encourage our female colleagues within the organisation to grow their career.



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Operations Director

References

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- Government Equalities Office. (2013, August 9). *Government and industry join forces to help get more women and girls in STEM*. Retrieved from Gov.uk: <https://www.gov.uk/government/news/government-and-industry-join-forces-to-help-get-more-women-and-girls-in-stem>
- Office for National Statistics. (2018, January 17). *Understanding the gender pay gap in the UK*. Retrieved from Office for National Statistics: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/understandingthegenderpaygapintheuk/2018-01-17>