



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 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. However unfortunately there continues to be a lack in formal AV dedicated education.

Findings Apr 2020 – Mar 2021

<u>Difference between Male and Female colleagues</u>		
	<u>Mean</u>	<u>Median</u>
Pay Gap	26.3%	18.5%
Bonus	54.4%	73.9%

<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	60.4%	85%	83.2%	86.0%
Female	39.6%	15%	16.8%	14.0%

<u>Proportion of Males and Females receiving a Bonus Payment</u>	
Male	<u>12.3%</u>
Female	<u>10.5%</u>

<u>Gender Split</u>	
Male	78.6%
Female	21.4%

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.

Since our 2018 submission there have been positive changes in the lower/mid quartile in favour of the female gender.



Although the gap and bonus have favoured the male employees, there has been a reduction in men receiving a bonus, and a marginally improved quantity of females receiving a bonus.

proAV 2020/2021

Although proAV have core working hours, the introduction of flexible start and finish times has made a positive difference to the gender split, resulting in the changes to the quartiles and number of bonus payments and applicants to openings within the business.

We do however continue to ensure that employees and applicants receive pay and bonuses based on merit and not gender.

proAV plan for 2021/22

- We are committed to promoting equal pay and opportunities for all staff 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 careers.



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References

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