

Make UK's Gender Pay Gap report 2023

Foreword – Stephen Phipson CBE, Chief Executive, Make UK

Make UK is backing manufacturing - helping our sector to engineer a digital, global, and green future.

With over 125 years of experience, Make UK is a leading provider of essential business support and a champion for manufacturing industry in the UK. Make UK has the close ear of Government and is a trusted provider of essential services for world leading manufacturing companies across the country. Everything we do is designed to inspire British manufacturers to compete, innovate and grow.

We have extensive knowledge of UK manufacturing, which means we are able to influence policy-making at local, national and international levels. We push for the policy changes that our members want to see. We are the voice of manufacturing.

Make UK staff enjoy a good benefits package and values a diverse workforce and welcomes applications from all sections of the community.

Make UK has staff based at locations in England and Wales: London, Bristol, Leamington Spa, Birmingham, Gateshead, and a significant number of home-based and flexibly working staff.

Our staff work in a wide range of different roles as the services we provide include but are not limited to: HR & Legal, Health & Safety, Learning & Development and Apprenticeship training. Make Defence, Make Venues and UK Steel are also an integral part of providing practical support to help our customers thrive.

Make UK is committed to encouraging equality, diversity and inclusion among our workforce. Diversity, Equality and Inclusion has continually featured more strongly in Make UK's values, policy and campaigning work.

Our aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

We use our the results from this written statement to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.
- The impact the measures we are taking have on our results
- To be seen as an employer of choice when attracting staff in a competitive market

I, Stephen Phipson CEO, confirm that the information in this statement is accurate.

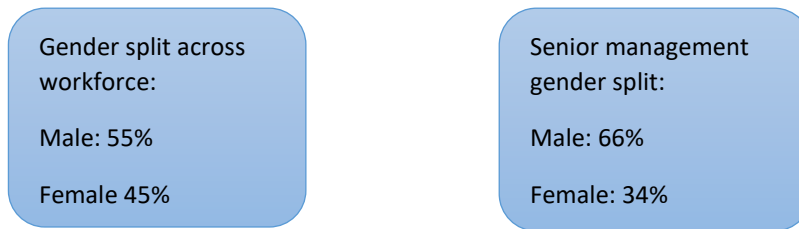
Signed:



Date: 1 February 2024

Make UK's gender pay gap 2023.

Our results display a **mean** gender pay gap of 19.5% and a **median** gender pay gap of 18%.



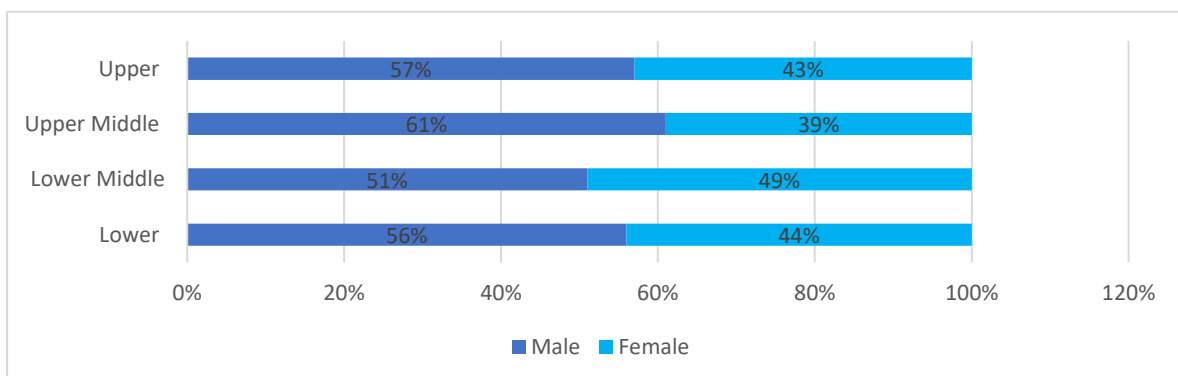
The **mean** and **median** gender pay gap has increased for the snapshot period 2023. This can be attributed to more women in the lower middle pay quartiles compared to 2022 and the demographic of our organisation having a) more male employees and b) more males employees in senior leadership positions. However, on a positive note, two female members of staff were promoted to the Make UK Executive Board in 2022. Our Senior Management Team now comprises 9 male and 5 female employees.

The median gender bonus gap has decreased with more females than males earning commission payments.

Snapshot data as of 5 April 2023

	2023	2022
Mean gender pay gap:	19.50%	12%
Median gender pay gap:	18%	10%
Mean gender bonus gap:	39.9%	34%
Median gender bonus gap:	9%	21%
Proportion of males receiving a bonus payment:	32%	14%
Proportion of females receiving a bonus payment:	34%	14%

Pay quartiles across the number of male and female employees (%)



Generally, we have a higher percentage of males across all the quartiles compared to females especially in the upper quartiles. Compared to 2022 the upper quartiles remain similar whilst the percentage of females in the lower middle has increased from 2022 and decreased in the lower quartile.

Understanding the Gender Pay Gap

The pay variances across Make UK reflect the wide range of roles and business areas our colleagues work within, ranging from professional services (Employment Lawyers, HR & HS Consultants, Sales, Membership & Policy Directorate staff) through to Education (Teaching, Assessor & Compliance staff) and Hospitality (Event, Food & Beverage Services and Housekeeping staff) supporting our three hospitality conferencing and venue locations.

Notably, the majority of our Technical teaching staff based at our dedicated training centre in Aston are predominantly male.

Other trends affecting Make UK as business are that in general, the hospitality sector usually attracts more female job applicants due to the flexibility of part time working and shift patterns. Our pay quartile figures reflect this trend.

The rates of pay can also be affected by geographical variations. This could affect the gender pay gap subject to the proportion of male and female working at its different locations.

Measures to close the gender pay gap

Supporting flexible working

Make UK have over a number of years continued to welcome a variety of working patterns with a range of part time working patterns, including flexible hours and home-based working subject to the needs of the business. The majority of our professional services staff are based at home serving the region where they live.

Reviewing pay and benefits

Make UK carries out pay benchmarking exercises and benefit audits at regular intervals. Last year we reviewed our job grades across the business and this year we are analysing if there has been any noticeable 'wage drift'.

Family leave/pay above the statutory minimum

Make UK's family leave and pay arrangements are above the statutory minimum.

Taking more focussed action

Upon publication of this report, Make UK promotes discussion of this report with its National Staff Forum Representatives.

Mentoring & Coaching

Both mentoring and coaching are part of approach to supporting management training and development plans. Our annual appraisals provide the opportunity to identify critical training needs with their line manager.

Supporting wider campaigns that promotes and champions diversity

As an organisation we will support and champion external campaigns such as International Women's Day through our various channels, including social media, to act as a voice for change and to be leader in championing equality in the workplace.

We are confident that our gender pay gap is not a result of paying men and women differently for the same or equivalent work. Rather, it is the result of the roles in which men and women undertake within the organisation and the salaries that these roles attract. We fundamentally believe that anyone has an equal opportunity to achieve.