

Make UK's Gender Pay Gap report 2024

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 the main voice for the Manufacturing sector. Make UK helps inform Government policy 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.

Make UK enjoys and values a talented and diverse workforce, offers attractive salaries and related benefits and works hard to stimulate applications from all sections of the community.

Make UK has colleagues based at locations in England and Wales: including 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 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 2025

Our workforce

Gender split across workforce:

Male: 52%
Female 48%

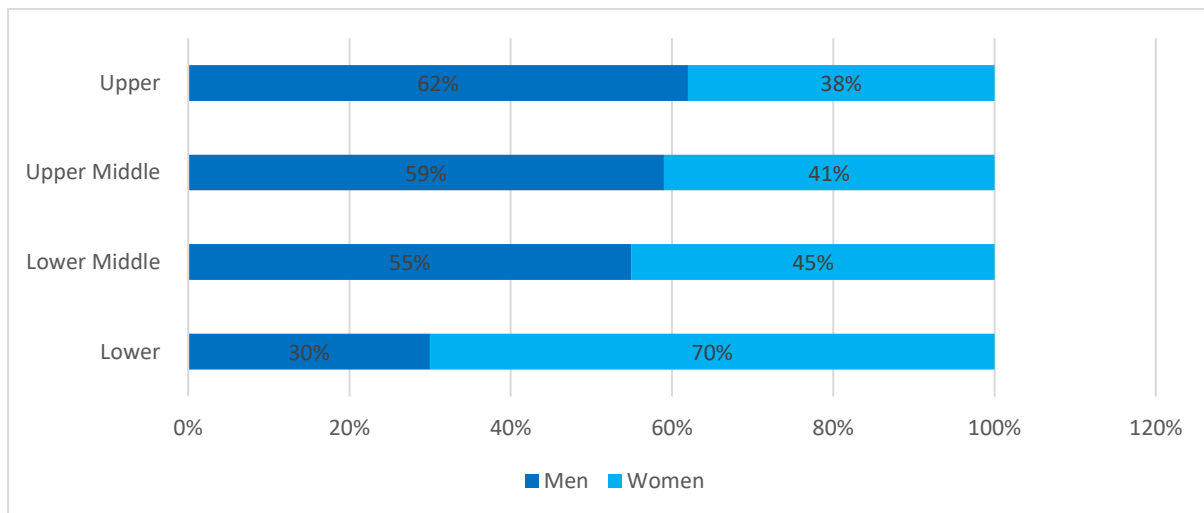
Senior management gender split:

Male: 66%
Female: 34%

Part time and casual workforce:

Female 35
Male 24
Casual 29

Our pay quartiles



We have a higher percentage of males across the top 3 quartiles compared to females. Compared to 2023 the upper quartiles and lower middle remain similar whilst the percentage of females in the lower quartile has increased significantly from 2023. Overall, the top quartile has more males and the lower quartile more females.

Our median gender pay gap

	2024	2023
Median gender pay gap:	20%	18%

The **median** gender pay gap has increased slightly for the snapshot period 2024. This can be attributed to the demographic of our organisation having a) more male employees and b) more male's employees in senior leadership positions. The median gender pay reflects differences in how much males and female are paid in the organisation regardless of their job titles, this is different to unequal pay as we pay people fairly and equally in the same and similar roles.

Our bonus gap

Our median and mean gender bonus gap has significantly decreased from 2023.

	2024	2023
Mean gender bonus gap:	29.42	39.9%
Median gender bonus gap:	0.31%	9%
Proportion of males receiving a bonus payment:	32%	32%
Proportion of females receiving a bonus payment:	38%	34%

Our mean gender pay gap

	2024	2023
Mean gender pay gap:	32%	19.50%

Our mean gender pay gap has increased from 2023; this can be attributed to our senior management gender split. We have recently had a female addition to the senior management team, and this will of course impact the gender split further increasing the % of females. Upon further calculations we can see that the pay gap in our venues business is wider as venues is our hospitality business with more females occupying junior roles. On a more positive note, our further calculations also showed that at our Apprentice and Skills Centre females are on average paid higher than males with a mean of -1.63 and median of -3.96% in favour of females. This is attributed to more females in senior roles within that business unit.

Understanding the Gender Pay Gap

The pay variances across Make UK reflect the wide range of roles and business sectors 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'.

Make UK conducted a benchmarking exercise and introduced pay bands at our Apprentice and Skills Centre. At our Apprentice and Skills Centre females are on average paid higher than males with a mean of -1.63 and median of -3.96% in favour of females.

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.

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

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.