

# MASS Gender Pay

We are publishing this information in the second year in line with legislation which requires companies with over 250 employees to publish their results on their websites by April 2019. We conducted our gender pay gap analysis on employment figures taken from April 2018.

MASS has one employing entity operating in the UK. There are 248 employees in the UK and 8 working on assignments abroad. 10% of our employees work part-time, split 4.8% male and 5.2% female.



**Female 18% (44 employees)**



**Male 82% (204 employees)**

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

MASS is committed to the principle of equal opportunities and equal treatment for all employees. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic). As such, we:

- carry out pay and benefits audits at regular intervals;
- provide equal pay training for all staff who are involved in pay reviews; and
- evaluate job roles and pay grades as necessary to ensure a fair structure.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within MASS and the salaries that these roles attract.

## Gender Pay

**36%**

Mean Gender  
Pay Gap

**45%**

Median Gender  
Pay Gap

**27%**

Mean Bonus  
Pay Gap

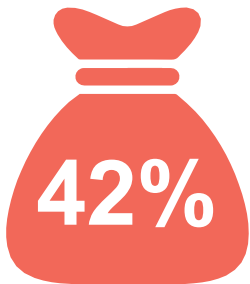
**16%**

Median Bonus  
Pay Gap

The calculations required by the new gender pay gap legislation show MASS as having a mean gender pay gap of 36% and a median gender pay gap of 45%. Our analysis shows that this is primarily the result of MASS having fewer women in senior positions than men. Historically, our industry has attracted more male than female employees and our current workforce reflects this trend with 82% males and 18% females. A number of administration and lower level roles that are predominately held by female employees also impact these results, increasing our pay gap.

## Bonus

Looking at bonus pay the new calculations show a mean bonus pay gap of 27% and a median bonus pay gap of 16%. This is an improvement on the results from 2017 but the bonus gap is again driven by fewer women in senior positions where higher bonuses are paid. Overall, the proportion of females receiving a bonus payment versus males is slightly lower.



Females receiving  
a bonus



Males receiving  
a bonus

## Quartiles

The following table shows the workforce of MASS divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within MASS, 46% of the employees in Band A are women and 54% men. The percentage of male employees increases throughout the remaining Bands, from 92% in Band B to 92% in Band C and 90% in Band D.

Proportion of males and females whose standard hourly rate of pay places them in each pay quartile:

Band	Males	Females
A - lower quartile	54%	46%
B	92%	8%
C	92%	8%
D - upper quartile	90%	10%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Michelle Lynch, Head of HR, confirm that the information in this statement is accurate.

Signed



Date

5 February 2019