



A COHORT PLC COMPANY

# Gender Pay Gap Report 2024



# Introduction

At MASS we believe in creating a fair and inclusive working environment. In this report we detail our gender pay gap, which is the difference between the typical earnings of men and the typical earnings of women at MASS. Because we employ more men than women, particularly in senior or higher paying roles, we have a higher mean and median gender pay gap as well as a higher mean bonus pay gap.

For those who do the same or broadly similar roles, we ensure pay parity.

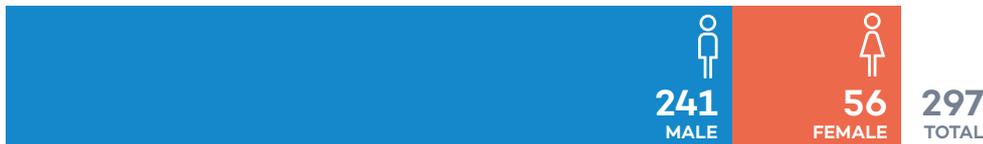
**Gender pay gap:**  
A measure of the difference between men's and women's average earnings across the organisation. It is expressed as a percentage of men's earnings.

## WORKFORCE DEMOGRAPHICS 2024

We have 297 employees (as of 5th April 2024) and 12 of these are part-time workers.

**241 Male employees** (full & part time)

**56 Female employees** (full & part time)



## Our gender pay gap data 2024

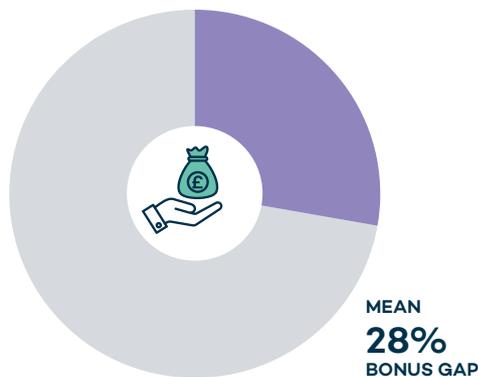
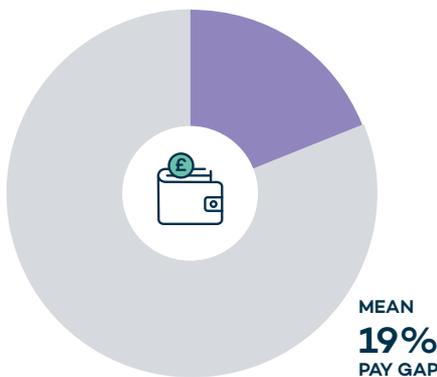
We provide two ways of calculating the gender pay gap; the median pay gap and the mean pay gap. Both include basic salaries and performance-related pay.

### MEAN GAP

This is calculated by adding up payments made to male employees, divided by total number of male employees. We then do the same calculation for female employees. Subtract the total payments to female employees from the total payments to male employees then multiply by 100. This gives you the percentage gap.

**Mean pay gap 19%**

**Mean bonus gap 28%**

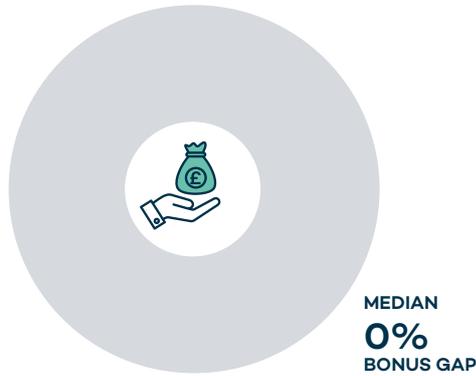
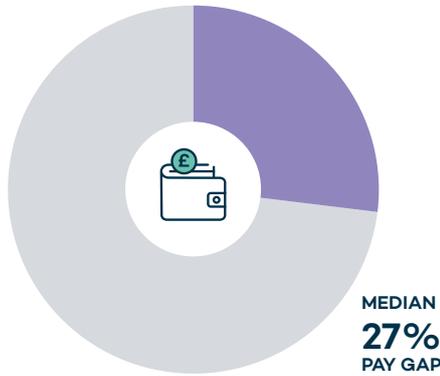


## MEDIAN GAP

This is calculated by adding up the hourly pay for every male employee, sorted from high to low, and then doing the same for every female employee. Identify the middle value for each and subtract the value for female employees from the value for male employees. Multiply by 100 and that gives the percentage gap.

Median pay gap 27%

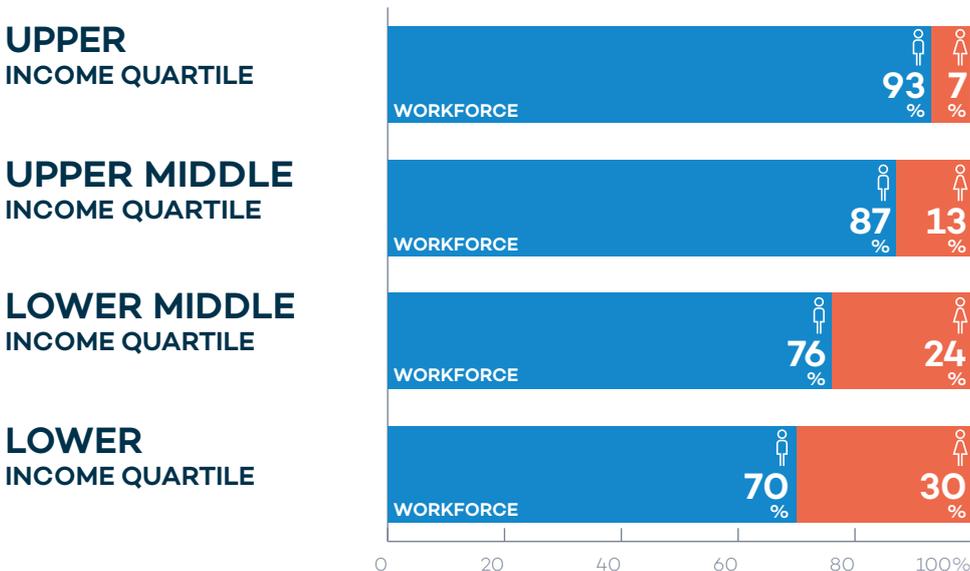
Median bonus gap 0%



## QUARTILE PAY BANDS

In this report we also give our quartile pay bands. To do this, we list all employees from the highest to the lowest paid, then divide into 4 equal groups depending on where they sit on that scale. We then count how many men and women are in each quartile, and divide each number by the total number of employees, then multiply by 100. That gives us the percentage figures below.

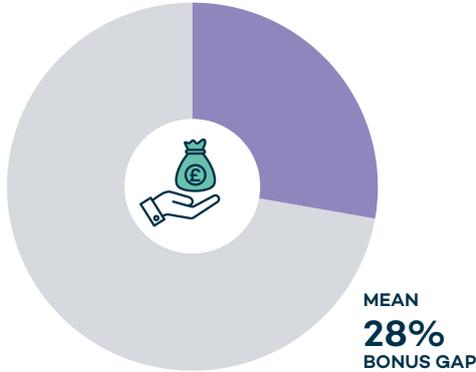
Upper income quartile	Male 93%	Female 7%
Upper middle income quartile	Male 87%	Female 13%
Lower middle income quartile	Male 76%	Female 24%
Lower income quartile	Male 70%	Female 30%



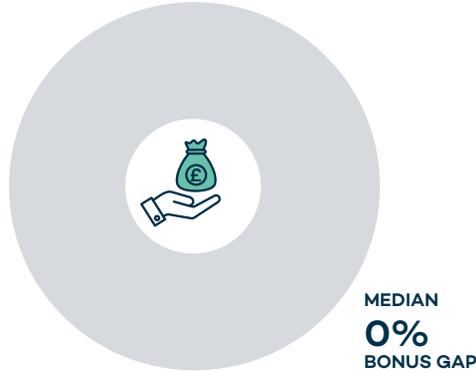
## BONUS PAY GAP

In this report we provide median and mean measures for the bonus gap as well as showing the percentage of men and women who receive bonus pay.

Mean bonus gap 28%



Median bonus gap 0%



## SUMMARY

- There has been a 3% drop in the mean and a 1% drop in the median pay gap.
- Our mean bonus pay gap has decreased by 14% which is a significant improvement to bridge the bonus gap.
- We have proportionately more men than women in our two highest pay quartiles and this means we have a gender pay gap.
- However, the percentage of women in our lower middle income quartiles has gone up since our last Gender Pay Gap Report.

Where pay gap figures are shown, a positive figure denotes the % amount that women's mean or median hourly salary is lower than men.

A negative figure denotes instances where the mean or median hourly salary for women is higher than for men.

The ideal position is therefore 0.00%.

## Moving forward

MASS will continue to work on reducing our gender pay gap.

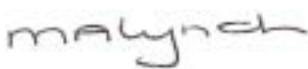
If MASS had an equal number of men and women in senior roles it would significantly reduce our gender pay gap. Therefore, we will continue to develop our policies and practices to make it more attractive for women and other under-represented groups.

### AIMS

- Continue to promote our flexible and hybrid working schemes to enable a work/life balance.
- Through STEM activities, we will support female students to pursue a career as a graduate in either engineering or modelling, encouraging them into our industry.  
In our 2023/2024 graduate training scheme four of our nine new graduates are female.
- To encourage more females to apply for roles at MASS.  
In the past 12 months, 31% of applicants for roles at MASS were female.
- Continue boosting our presence within careers and job fayres, specifically with our female graduates, apprentices and managers to represent women in our workplace.

## Declaration

I can confirm that the data and statements contained within this report are accurate to the best of my knowledge and belief.



**Michelle Lynch,**  
Head of People and Talent  
For and behalf of Mass Consultants Ltd  
April 2024

---

### Head office:

Enterprise House | Great North Road  
Little Paxton | St Neots  
Cambridgeshire  
PE19 6BN  
t: +44 (0)1480 222600

contact@mass.co.uk

**mass.co.uk**

### Lincoln office:

New Horizons | Teal Park Road  
Teal Park | Lincoln  
Lincolnshire  
LN6 3AD  
t: +44 (0)1522 502050

**MASS**   
A COHORT PLC COMPANY