



BMT Defence Services Ltd

# Gender Pay Gap Report

## April 2018





**Sarah Kenny,**  
Chief Executive, BMT

**“ I want BMT to be a place where the best people do the best work, creating real value for our customers ”**

**I am proud to lead a business of talented people from a diverse range of backgrounds.**

Whilst BMT pays women and men equally based on their role, I recognise that we have more to do to ensure that women are represented at every level of the business, particularly in technical and management roles.

To discriminate, even unconsciously, based on gender or anything else serves to limit the talent we can access. I want BMT to be

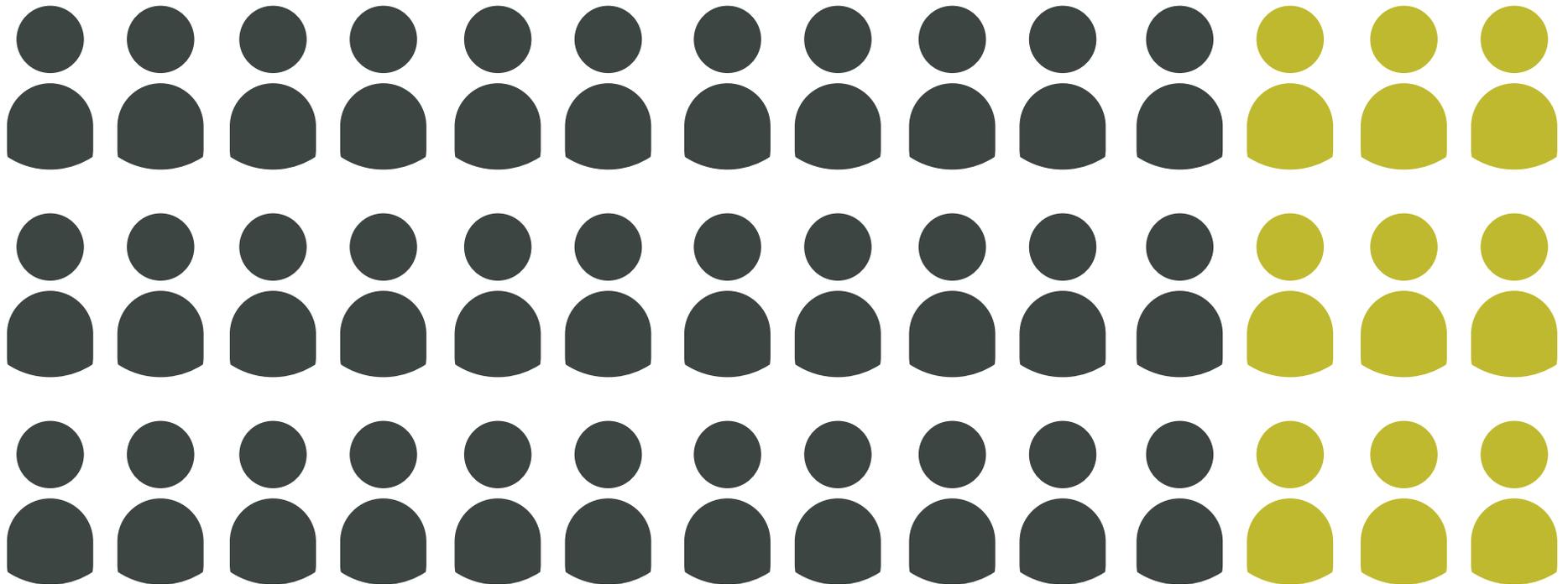
a place where the best people do the best work, creating real value for our customers. To achieve that, we have to attract and retain talent from all sections of society.

In the UK engineering sector, there is a legacy of lower numbers of women studying STEM subjects and pursuing related careers, and today it is disappointing that women currently represent only 9% of the engineering industry as a whole. We can help to change this through engagement with STEM activities in schools and universities, but more than anything else, we can best affect change by leading the

way in the engineering and science sector, by demonstrating how we value diversity of contribution through our workforce.

As an employee owned business, creating rewarding career opportunities for all of our people is a fundamental tenet of who we are. We are proactive in tackling this today with our training and employment practices and we are committed to pursuing future strategies which do not just attract diverse talent, but also serve to motivate, inspire and retain.

# Working at BMT



	Men	Women
Percentage of Men and Women employed by BMT	<b>80%</b>	<b>20%</b>



**Jeremy Berwick,**  
Managing Director, Defence & Security

**“ We need to attract, retain and develop a diverse workforce where fairness and opportunity for all is paramount ”**

**BMT has a proud heritage.** The company was formed in 1985 as a result of a merger between the UK's British Ship Research Association and the National Maritime Institute. Our history stretches from water tanks, where the famous 'bouncing bomb' was developed during WWII, to recent advances in computer-aided design and aerodynamics. Our commitment to investing in people and high-quality research allows BMT to continue that pioneering maritime spirit. Our core heritage is in science, technology, engineering and mathematics (STEM) which were traditionally roles that were filled by men. This is a sector that

is continually challenged by the fact that there are more men than women taking up traditional STEM roles. As we go into this report in more depth I feel it is key to recognise this backdrop, but for me it is now more important than ever to demonstrate where BMT would like to go.

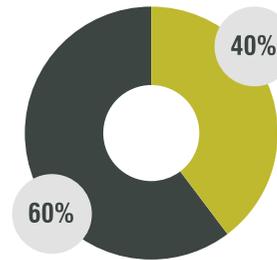
To achieve our future we need to attract, retain and develop a diverse workforce where fairness and opportunity for all is paramount. One of the ways we are addressing the structural issues at BMT is by focusing on building an inclusive culture

and celebrating innovation and vision in an environment where everyone can flourish.

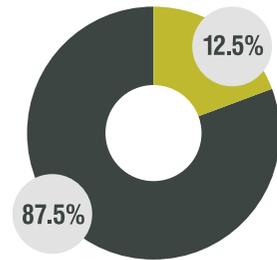
To help us on our journey we are supporting external initiatives, such as the WISE Ten Steps campaign, as well as creating internal ones, allowing our valued workforce to shape both their and our future BMT. There are no barriers to what can be achieved and I pledge to drive our diversity and talent strategy from the top so that we are well placed to attract and retain talent that our future generations can look back on and be proud of.

# Gender Pay Gap at BMT

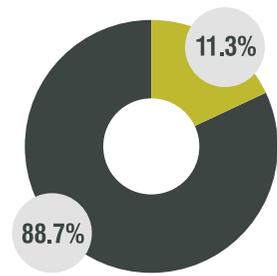
“ Nationally, men are eight times more likely to work in engineering ”



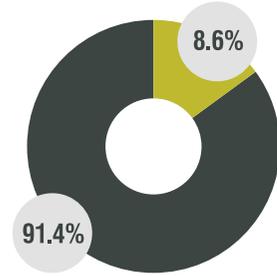
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

Mean (average)	Median (middle)
<b>Gender Hourly Pay</b>	
24.2%	30.2%
<b>Gender Bonus Pay</b>	
-9.6%	24.7%



The gender pay gap at BMT Defence Services is 24.2%. This is due in large to the global under representation of women within the engineering sector and subsequent proportion of women within senior positions. The Manufacturers' Organisation EEF associate this with the small proportion of

women studying engineering at degree level and the image of engineering to which women are exposed whilst at school (EEF, 2016). Nationally men are eight times more likely to work in engineering; whilst at BMT Defence Services 20% of our people are women.

At BMT we aim to attract and retain the best talent regardless of gender by creating a fair and inclusive working environment and actively participate in WISE and STEM initiatives to promote and encourage women into engineering from an early stage.

# Our Plan

BMT supports the EEF in their goal to attract more women into the engineering sector and the company is involved in a number of initiatives to encourage women into engineering and progression into senior positions, including:

## STEM

Building relationships with local schools and universities to encourage the next generation into STEM subjects, including the Royal High School and Haysfield Girls School.

## Women in Science and Engineering

Attending the women in science and engineering conference to meet with industry and discuss options to improve the presence of women within science and engineering.

## National Women in Engineering day

Following and actively supporting the National Women in Engineering day.

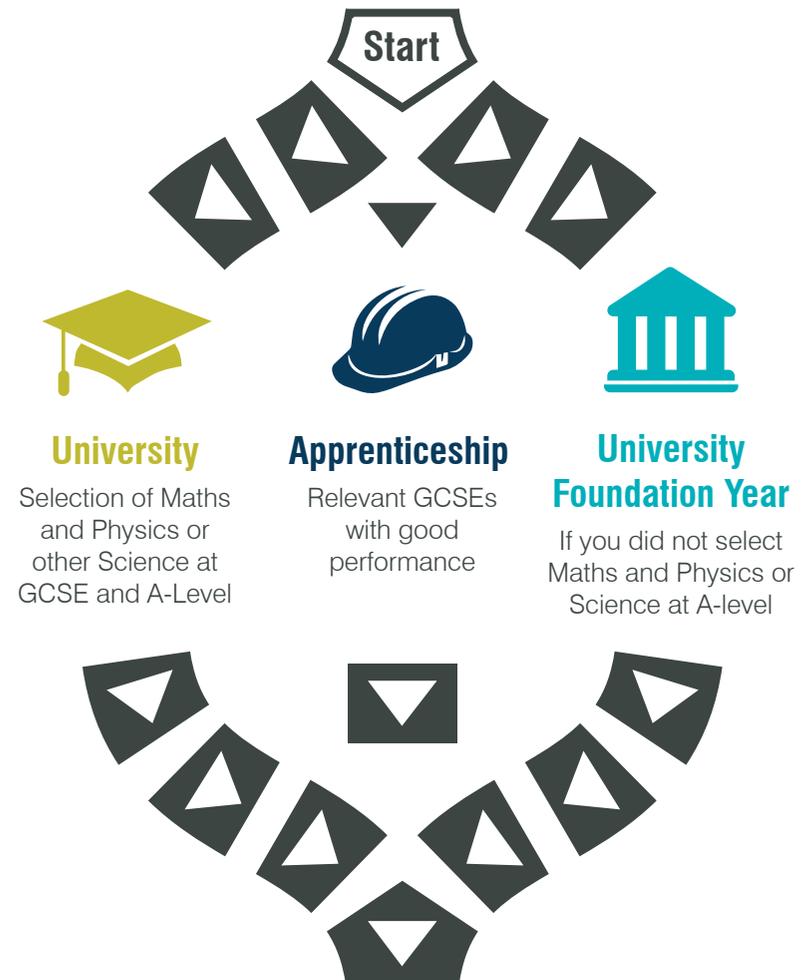
## WISE 10 Steps

Industry campaign to improve retention and progression of women.

## BMT Consulting Women Programme

A programme designed to increase the presence and representation of women in leadership positions within BMT.

# Routes to Engineering





**Mark Sullivan,**  
Capability & Strategy Director, BMT Defence & Security UK

## “ Our people are the heart and soul of our business ”

Diversity and Inclusion is an essential part of BMT's critical thinking as we seek to build the teams that will deliver on a strong sustainable business. Our ability to work together and achieve engineering success across a wide range of diverse professional fields makes

me proud to be a part of this supportive company. I believe we are doing all the right things in order to build our diverse talent pool and I am committed to ensuring that we keep pushing to ensure a fairer representation across the company.



## Working for BMT

**Becky Hodge,**  
Naval Engineer

After studying Maths, Physics, Chemistry and Biology at A-Level, I knew I wanted to go to university but I wasn't sure what I wanted to do. I didn't want to study any of my A-level subjects in their pure form and applying maths and physics in engineering sounded interesting. I chose Mechanical Engineering as it was a diverse subject, and I wanted to keep my options open.

I undertook three Summer Placements at BMT whilst studying for my four year masters course at university. I was involved in some exciting projects, including working with the Auxiliary team to create basic designs of MARS and LSV tankers. After completing my Summer Placement I was awarded a bursary and offered a permanent position as a Graduate Naval Engineer.

Since joining BMT permanently, I have been part of the Surface Ships Auxiliary Team, and have been kept busy with various bid platform designs and addition & alternation packages. I have begun to specialise in Fire Protection design, having lead this aspect of the design on various platform bids. I have also done a placement in the Business Development department in the submarines team.

At BMT I am acting STEM ambassador and often volunteer to help at school events and careers fairs. Teaching young girls that engineering is a fun and diverse career choice is something I believe passionately in.

# Glossary

## Gender pay gap

The gender pay gap isn't about equal pay for men and women doing the same work. It's a comparison between median hourly pay for all women and men within a business, between mean hourly pay for all women and men, and between bonuses. Put simply, the higher the percentage gap, the greater the disparity between men and women for the figures reported. These figures take into account both part time and full-time employees.

### What is the difference between the gender pay gap and equal pay?

#### Gender pay gap:

Is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

#### Equal pay:

Means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

### How is that worked out?

Take all the hourly pay rates, ordered from lowest to highest, for all men and women in an organisation and divide them into four equal sections of 25%: lower, lower middle, upper middle and upper. Next, calculate the number of men and women within each 25% pay band as a percentage of all employees within that pay band.

### The median gender pay gap

This is the difference between the median (middle) value of hourly pay rates (when ordered from lowest to highest) for all men in an organisation, and the median value of hourly pay rates for all women, expressed as a percentage of the median hourly rate for men.

### The mean gender pay gap

This is the difference between the mean (average) hourly pay rate for all men in an organisation, and the mean hourly pay rate for all women, expressed as a percentage of the mean hourly rate for men.

### The median bonus pay gap

This is the difference between the median (middle) value of bonuses (when ordered from lowest to highest) for all men in an organisation and the median value of bonuses for all women, as a percentage of the median bonus for men.

### The mean bonus pay gap

This is the difference between the mean (average) value of bonuses for all men in an organisation and the mean value of bonuses for all women, expressed as a percentage of the mean bonus for men.

### 25% (quartile) pay distribution

The proportion of men and women in each 25% (quartile) of an employer's pay structure.