



GENDER PAY GAP REPORT

Our Commitment

BFBS is committed to being a truly inclusive organisation, where everyone feels valued for the contribution they make.

With the number of our employees now exceeding 250, we are pleased to start to report our Gender Pay Gap for the first time. This reporting process and the actions being taken to address the gap have an important role to play in instilling gender equality in the work-place.

What is the Gender Pay Gap ?

The Gender Pay Gap shows the difference in average hourly pay between women and men, regardless of their role. This is not the same as Equal Pay which is the requirement to pay women and men equally when they do the same or similar jobs.

Our Gender Pay Gap

As at our reporting 'snapshot' date of 31 March 2022:

	2022
	%
BFBS Mean Pay Gap	12.5%
BFBS Median Pay Gap	15.0%
UK National Median (ONS)	14.9%

The mean gender pay gap is the difference in average pay between women and men.

The median gender pay gap reflects the difference in pay between the middle person in a ranking of highest to lowest paid women and men respectively.

Why does BFBS have a Gender Pay Gap ?

Delivery of our services to the Armed Forces globally on land and at sea in a wide range of locations presents complex technical challenges. These challenges, in turn, require expertise in Broadcast Engineering, Information Technology, Cyber Security and Software Development all of which are heavily

male dominated. These disciplines are also niche markets and in considerable demand and hence generally attract higher pay.

We constantly strive to interview female candidates when they do apply in these areas but progress so far has been slower than we had hoped.

The impact this has on the calculations is a significant one as highlighted by the fact that the median Gender Pay Gap for the 78% of our people who work in other areas is just 0.8%.

Gender Profile by Pay Quartiles

The percentage of Women and Men in each quartile for hourly pay is:

Quartile	Female %	Male %
Upper	29%	71%
Upper middle	43%	57%
Lower middle	52%	48%
Lower	47%	53%
Total	43%	57%

The much higher proportion of men among our Engineering, IT, Cyber Security and Software Development teams is reflected in the 71 : 29 mix in the upper quartile.

Elsewhere, we are seeing some progress in increasing the representation of women in more senior roles. Although not quite 50:50 yet, the mix on our Senior Management Team has improved to 5 men and 3 women.

Gender Bonus Pay Gap

Bonuses at BFBS are paid on a discretionary basis and at a modest level by way of a thank you in recognition of exceptional performance ‘over and above’. The proportion of women and men receiving a bonus is shown below:

	Female %	Male %
Received bonus pay	28%	25%

The gender bonus pay gaps are:

	2022
	%
BFBS Mean Bonus Gap	27.9%
BFBS Median Bonus Gap	0.0%

How can we reduce the Gender Pay Gap ?

Although there is no easy fix, we are committed to taking actions over a period of time to help close the gap. These include:

Recruitment: when shortlisting our jobs, if we have enough female applicants, we will include more than one woman in the shortlist. We also are building a new Recruitment system which will support us to do this.

As highlighted above we particularly seek to interview female candidates who apply in the areas of Engineering, IT, Cyber Security and Software Development.

Skill based recruitment: We will not solely rely on an interview to appoint a new candidate. We will use a range of tools eg: presentations or tasks and score them, to support their application.

Competency based interviews – we have recently introduced competency-based interviews and questions are based around the competencies for the job but also our values. This makes the interview process more transparent, and we hope that this transparency will lead to less pay inequalities.

We have a **Diversity Employment Network** which has been set up by the CEO. The Network is working on a number of initiatives which include developing and implementing diversity strategies, which will contribute to addressing and closing the gender pay gap.

Declaration

I can confirm that BFBS' gender pay gap report is accurate as at 31 March 2022

David JC Hamilton

David Hamilton
Director of Finance