

Gender Pay Lucchini Unipart Rail Ltd

Lucchini Unipart Rail Ltd (LUR) is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation. The current reporting period is 6th April 2018 to 5th April 2019.

The results identify:

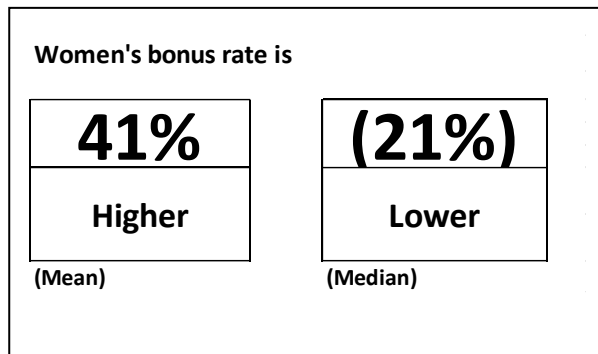
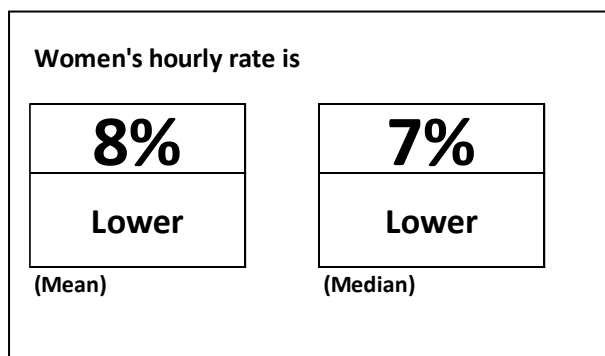
- The difference in mean and median pay and bonus levels
- The balance of male and female employees

The challenge in any organisation is to minimise the gender pay gap and the Directors of LUR recognise they must strive to build a balanced and diverse workforce.

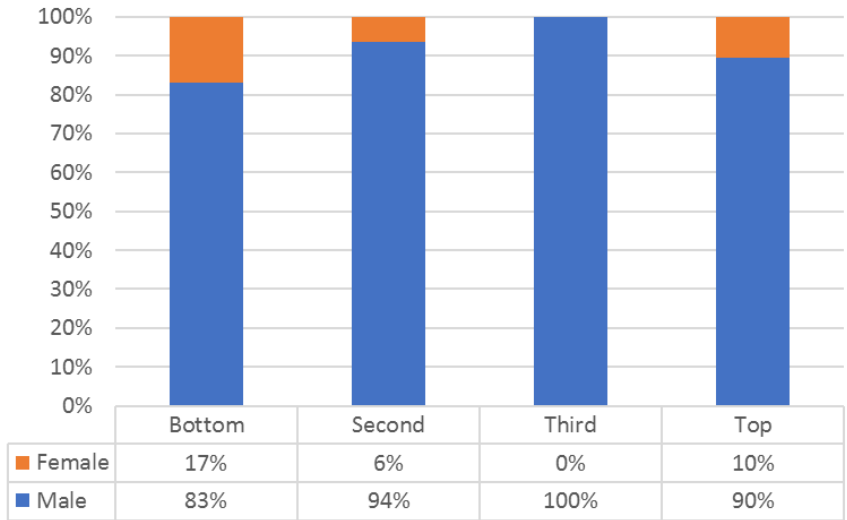
The Directors are confident that men and women are paid equally for doing equivalent jobs across the company. However, our industry and our business (heavy engineering in the rail sector) are characterised by a significant imbalance between male and female employees. This divergence is particularly marked amongst our production teams. They represent the highest number of employees. LUR will continue to do all it can to attract women into the business, whilst recognising that nationally, only 12% of the UK engineering workforce is female (Women's Engineering Society 2019).

The results for 2019 show a relative increase over 2018 in the women's mean and median hourly rates of pay.

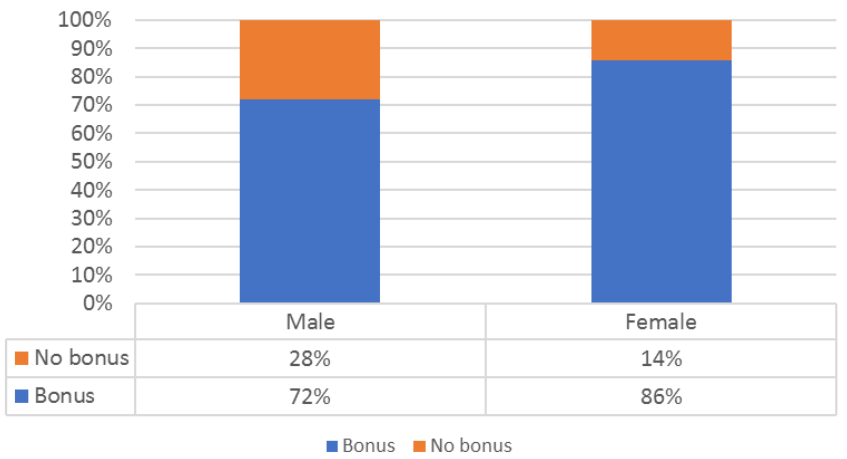
Reporting



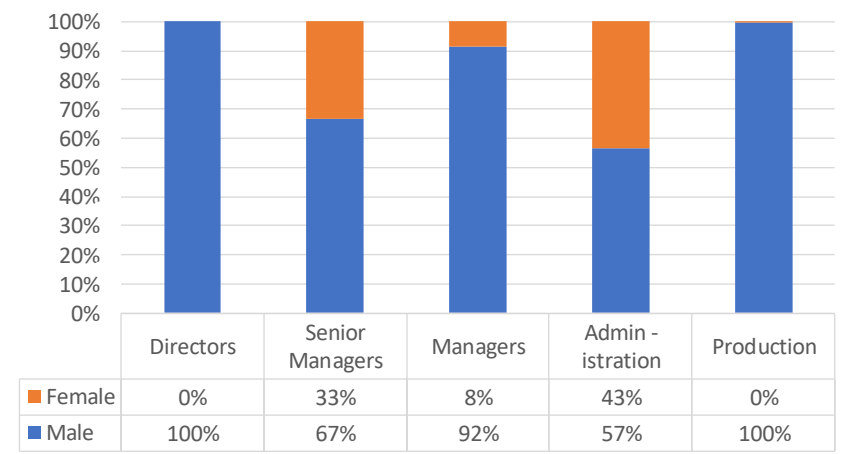
Quartile analysis of male and female employees



Proportion of employees earning a bonus



Employees by role



Female	0	2	2	23	1
Male	2	4	22	30	230
Total	2	6	24	53	231