

Gender Pay Gap Report 2019

RINA is an engineering consultancy and we employ leading technical expertise to support our clients to achieve success through innovation, sustainability, safety and quality. Our talented workforce turns brilliant ideas into excellent solutions.

RINA Group SpA (UK Entities) is proud of the excellence behind our clients. Our gender pay gap is strongly influenced by the salaries and gender makeup of our engineers, which as a profession is predominantly male. The salaries for the engineers are relatively large by comparison to other employees within the business and this therefore has an influence on the average salaries across the company.

CONTEXT OF DATA

This data was collected as at 4th April 2018, and contains salary and gender and working time data of all our employees in the UK. The following provides explanations of terms used:

Hourly rate – this is calculated by taking the Full Time Equivalent Salary and dividing it by the number of hours worked per year.

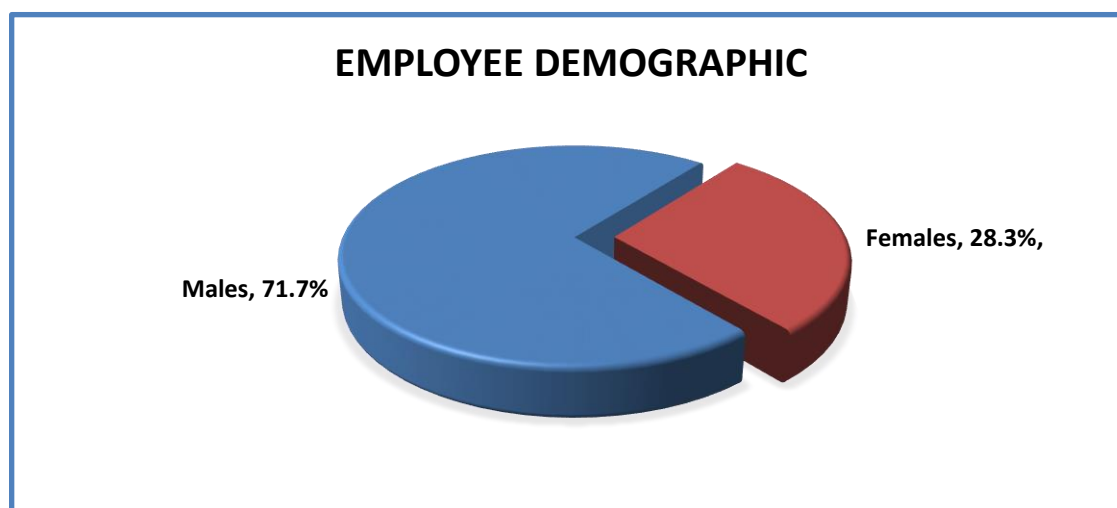
Mean hourly rate – calculated by collecting the sum total of hourly rate for each specific gender and dividing by the number of people within that gender.

Median hourly rate – is the middle value when hourly rate is ordered lowest to highest for each specific gender.

Quartile – taking all salaries and ordering them from lowest to highest, and dividing them into 4 sets.

FACTS AND FIGURES

The number of employees within RINA Group SpA (UK Entities) is 290. The following graph shows the split between genders:



The above chart represents the proportion of males to female ratio of all employees as at 4th April 2018.

MEAN AND MEDIAN PAY GAP ACROSS RINA

	Male Hourly Pay	Female Hourly Pay	Gap between Males & Females in relation to Males
Average	£27.31	£18.18	33%
Median	£26.59	£16.09	39%

The above table represents the gap between Male and Female hourly pay of all employees as at 4th April 2018.

PROPORTION OF MALE AND FEMALE BY QUARTILE

The quartiles are created by taking all our employee salaries, ordering them from lowest to highest, then dividing them into 4 equal quartiles.

Salary Quartiles	Males	Females
Lower Quartile	41.67%	58.33%
Lower Middle Quartile	67.61%	32.39%
Upper Middle Quartile	84.51%	15.49%
Upper Quartile	91.55%	8.45%

The above table shows the percentage of males and females in each respective quartile.

PROPORTION OF MALE AND FEMALE BY BONUS 2018

No bonuses were paid during year of 2018

OUR AIMS TO REDUCE THE GENDER PAY GAP

RINA has engineering at its core and although girls outperform boys at school age in the Science, Technology, Engineering and Maths (STEM) disciplines females are not opting for engineering subjects at University level or entering the engineering profession in anywhere near the same numbers as males.

The activities undertaken by RINA to encourage women into the engineering discipline and to reduce the gender pay gap are:

Graduate Intake

RINA has an annual graduate intake of engineers where we look to widen our talent pool and encourage female applicants.

STEM Activities

We support our engineers who act as STEMNET Ambassadors and allow paid time off for their work.

Ambassadors for schools

We also have our own programme of events such as supporting local schools by showcasing our work, running CV clinics, and offering career advice.

Flexible working practices

We have demonstrated an excellent record of adopting flexible working requests within the company which has been further enhanced this year with our Smart Working initiative. This flexibility has enabled working parents to have more choice, and continues to create more opportunity than before for working mothers to continue with their career.

We have recently implemented 'Smart Working' practices across all our UK offices.

Talent development

We are in the process of building a strategic platform for our talent development activities including coaching for success and career mapping. Our plan will put more focus on supporting and encouraging women to take greater control over their own careers.

We offer an internal Professional Development Scheme (accredited by the IET, and IOM3) with internal mentors to assist our engineers to achieve chartered status.

SUPPORTING OUR SOCIETY

We know that to change the way society and businesses treat, develop, and promote women needs to be an inclusive activity by both genders. By sending our engineers out to schools we inspire both girls and boys to consider engineering as a profession. The message we send to our young people is as important to us as the message we send to our own employees. We want women, in particular, to understand the career path they can take and to understand the importance of financial freedom and how that aids better career choices.

We have exhibited in events such as the Big Bang Fair, graduate recruitment fairs and will continue to do so.

GLOBAL MOBILITY

As a global company we have project opportunities around the world. When scoping the project work, and the resources required, we look at the skills needed and ensure that we are fair and consistent with our approach.

We are currently supporting an all-female project in Ghana carrying out a feasibility study on the business opportunities for women in the solar industry. As part of the study, RINA will evaluate the strengths and weaknesses in the existing supply chains and will present alternative business models to address the current challenges women-led businesses face in scaling up and getting financed.

EQUAL OPPORTUNITIES

We are an Equal Opportunities employer throughout our employee's lifecycle. We run a robust recruitment process ensuring that bias is minimised. As part of our talent plan, we will use the information gathered at recruitment stage to inform ongoing development plans for our people. This will help educate managers in hiring and developing their staff, and it will support our decisions in developing our leadership pipeline for the future. It will also help with engagement and ensure that women are getting the support they need regardless of their backgrounds and experiences.

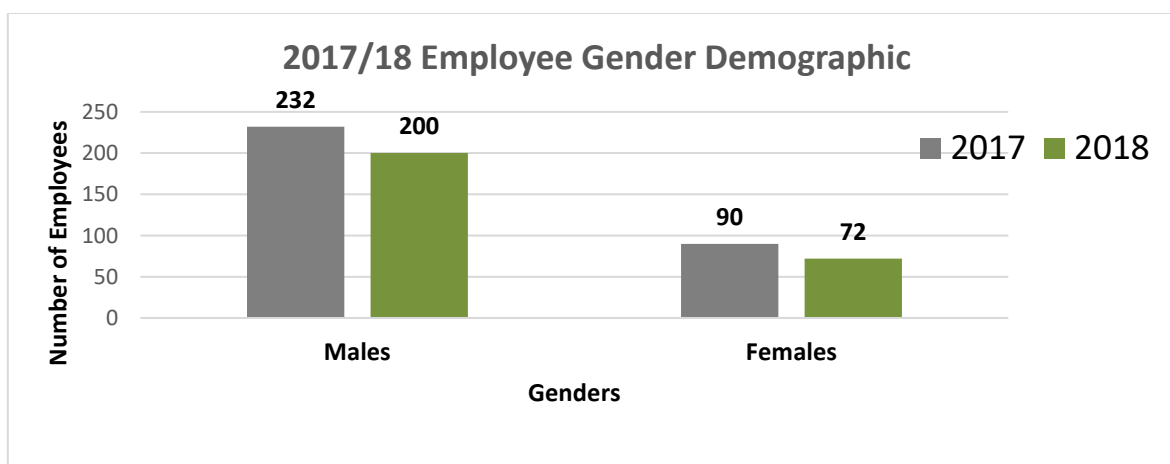
Our new career development tool 'My Career Framework' will help align our grading system with what people actually do, including competencies. This will directly inform our appraisal and salary review process and support progression based on merit.

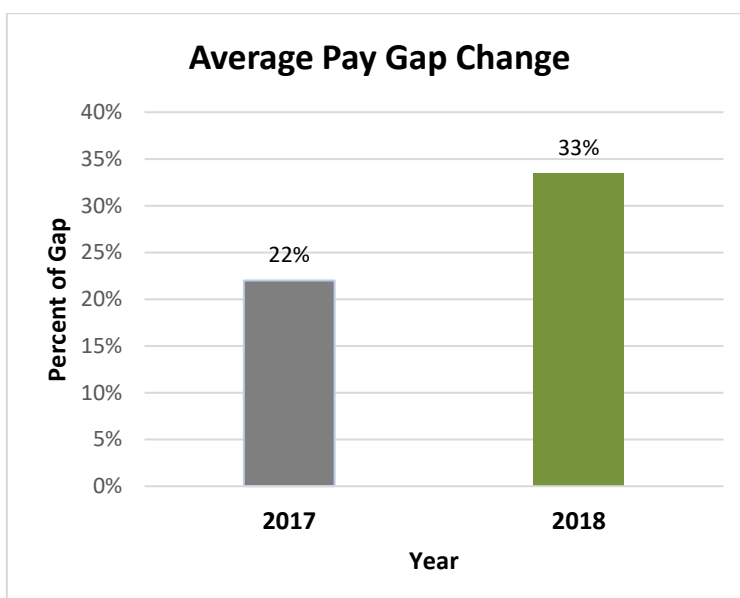
2017 GENDER PAY GAP COMPARISON

We are still seeing a greater number of males in management positions in proportion to females and this continues to impact on our gender pay gap.

We have lost one senior female figure from 2018 from the Upper Quartile which, given the small quantity of female representative in the Upper Quartile, has a disproportionate effect on the overall average hourly wage. This has caused a difference of -£2.30 between 2017 and 2018 on the average hourly wage. This has therefore caused an increase in the gender pay gap of 11% (a rise from 22% in 2017 to 33% in 2018).

In addition, our overall headcount has decreased from 322 to 290, due to a change in the mix of legal entities falling under the reporting regime from 2017 to 2018. This therefore means data from 2017 was influenced by the other entities and may account for the differences we see above.





FUTURE INITIATIVES

RINA has continued to consolidate its working practices post acquisition of Edif Group Ltd by RINA SpA. As we move further into 2019, we will see a people strategy emerging from RINA Group Head Office that will facilitate putting people at the heart of what we do. We recognise the need for systemic change and will put greater focus on providing activities that:

- Strengthen our management capability
- Builds a strong leadership pipeline
- Addresses unconscious bias
- Improves communication
- Rewards performance based on merit
- Improves our workforce planning
- Creates a holistic approach to talent management

I confirm that the data reported is accurate:

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