

Blatchford Gender Pay Report 2017

Blatchford is a world leading rehabilitation provider with clinical expertise in prosthetics, orthotics, special seating and wheelchairs. We design and manufacture the multi award-winning Endolite range of lower limb prostheses and provide clinical services to patients to the NHS, military and internationally. With 128 years of innovation and expertise behind us, we produce the world's most advanced microprocessor artificial limbs.

Blatchford employs over 900 people globally, with 600 working in the UK. The majority are specialised clinicians, technicians and design and development engineers who are supported by a global team.

In an industry where relevant skills and experience are in high demand, Blatchford recognise that gender equality can play a significant part in our commitment to diversity and inclusion, as well as an important retention tool.



Gender Pay Gap

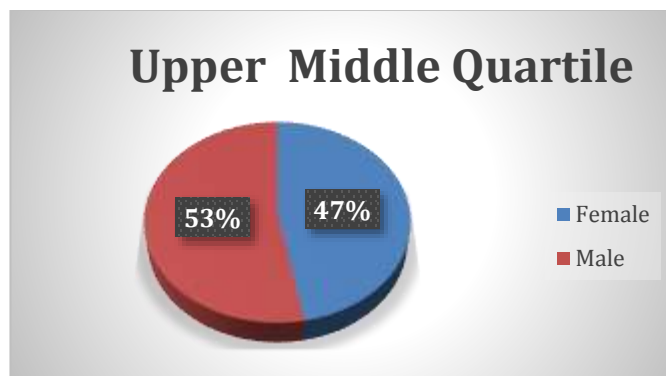
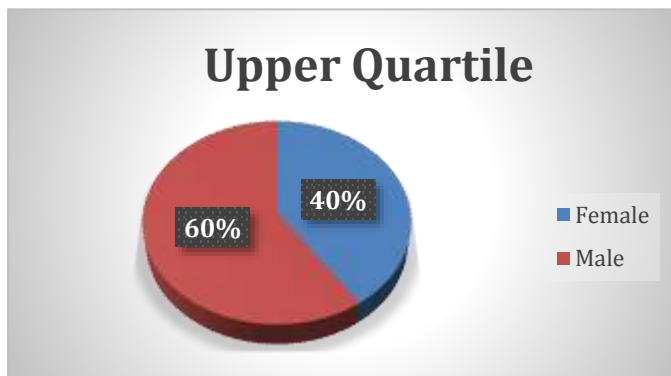
Our Gender Pay shows the difference between the hourly rate of pay of male employees and female employees, expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean and median basis.

Our Results:

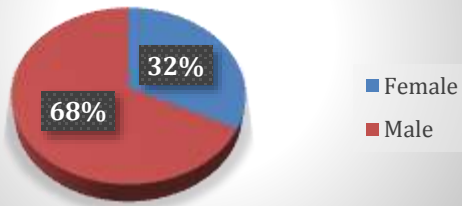
The table below shows our overall mean and median pay gaps, based on hourly rates of pay:

	Women's earnings are:
Mean Gender Pay Gap in hourly pay	16.5% lower
Median Gender Pay gap in hourly pay	5.8% lower

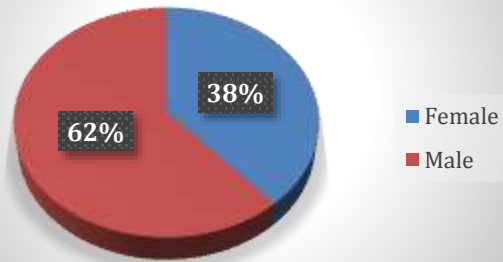
Gender at Blatchford – The proportion of men and women in each quartile



Lower Middle Quartile



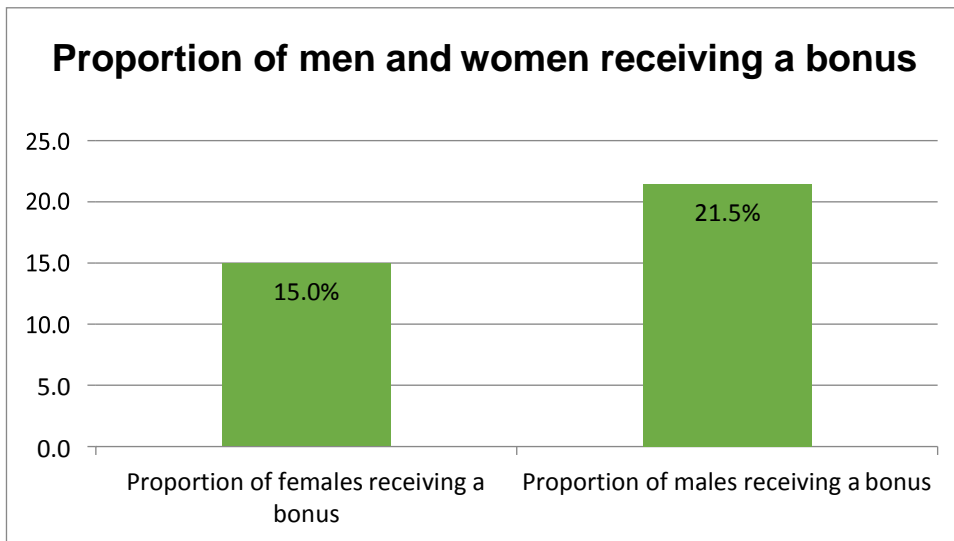
Lower Quartile



Our Gender Pay Gap for Bonus Payments

	Women's earnings are:
Difference in mean bonus payments	65.4% lower
Difference in median bonus payments	84.3% lower

Proportion of men and women receiving a bonus



Summary

We are pleased to report that our mean gender pay gap is below the national average, which is reported as 18.1%. The main reason for our gender pay gap is the imbalance of male and female in three of the four quartiles. As a business which is passionate about diversity and inclusion, we already have a number of initiatives in place, which promote gender diversity in the workplace. This includes flexible working opportunities for all employees, access to child care vouchers and extensive part time and job sharing opportunities. We are confident that men and women are paid equally for doing equivalent jobs.

We will be undertaking the following reviews to see if we can improve our gender pay gap:

1. Ensure our recruitment and selection process is free from bias, through training for recruiting managers
2. Continue with the roll out of our Diversity and Inclusion training
3. Continue with, and seek further opportunities for out-reach activities for girls in school and at colleges
4. Identify opportunities to work with and promote the work of Women in Science and Engineering (WISE)

