



# WHAT IS GENDER PAY GAP REPORTING?

From 2017 onwards, any UK organisation employing 250 or more employees must publicly report on its gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

**The mean gender pay gap** – is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

**The median gender pay gap** – is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The gender pay gap refers to the difference in hourly earnings between men and women working for an organisation regardless of their roles, rather than men and women in the same role.

## Our Gender Pay Gap

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data correct as at 5th April 2017 when our workforce consisted of 538 men and 62 women. The figures show that Renault Sport Racing has a mean gender pay gap of 26% and a median gender pay gap of 22%

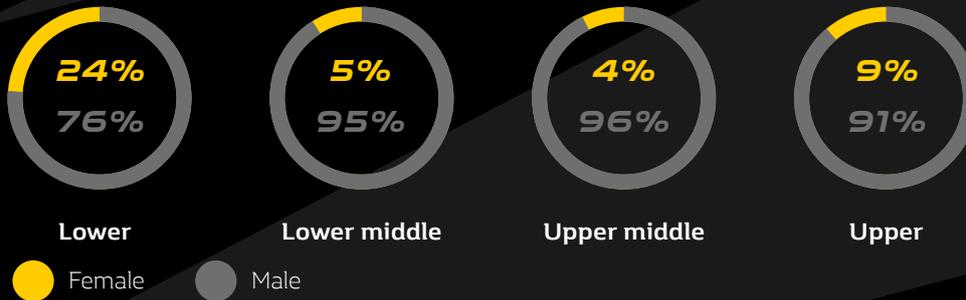
### Womens earnings are:



In common with motorsport as a whole our organisation is predominately male, 89% of our workforce are men. Women make up a small percentage of our workforce and in Engineering last year women represented just 14% of graduates (statistic from [www.wise-campaign.co.uk](http://www.wise-campaign.co.uk)).



## Proportion of men and women in each pay quartile (%)



24% of women are in roles in the lower pay quartile with 9% in the upper pay quartile.



**Non-Technical Employees**  
54% Female



**Technical Employees**  
7% Female



At Renault Sport Racing women's roles are concentrated in the non-technical sector, this together with the small percentage of Engineering graduates last year being women will have significantly contributed to our gender pay gap.

## Bonus Gap

In the year prior to when this data was collected, 5 April 2017. Renault Sport Racing did not make any bonus payments to either men or women in 2016. This was due to our bonuses being related to our position in the F1 Constructors Championship, in 2016 we came 9th which did not warrant a bonus.

## Action we will be taking to make a difference

On the 5th April 2017, our total female workforce at Renault Sport Racing stood at 11%. Renault Sport Racing are committed to increasing the number of women at all levels in our company. We will be building gender pay gap analysis into our reporting tools to monitor pay and to ensure that there is consistency and fairness for all in our people related activities.

We will continue to offer flexible working across our organisation, in every role, at every level to ensure that our staff can work in a way that works best for their career aspirations and home life.

Encouraging young women to see engineering and technology as a future career is a key focus for us. We are going to be working closely with schools, colleges and universities and we hope to increase the proportion of women recruited as apprentices, interns and graduates.

### **DARE TO BE DIFFERENT**

we are exploring working with Dare to be Different – 'a high profile new initiative that helps to inspire, connect, showcase and develop women who either currently work in or want to work in the motor sport arena'. We intend to increase our work with them to help encourage girls into Motorsport.

### **WISE**

We are looking at becoming a WISE member in 2018 to help us attract, retain, develop and progress female talent at Renault Sport Racing and gain greater gender balance.

WISE ([www.wisecampaign.org.uk](http://www.wisecampaign.org.uk)) – 'enables and energises people in business, industry and education to increase the participation, contribution and success of women in science, technology, engineering and mathematics (STEM).

### **STEM**

We will continue participating in large scale STEM events reaching audiences of up to 800 per event to inspire A level students to take on further education within engineering and technology. Using the broad appeal of Formula 1 to reach out to students from diverse backgrounds.



## Summary

At Renault Sport Racing we select, recruit, develop and promote only the very best people and firmly believe in working with the best candidates. We are committed to encouraging young women to see engineering and technology as a future career path and will boost our investment in our relationships with schools, colleges and universities. For current employees, we will continue to offer flexible working to all where possible and regularly reviewing our benefit and reward policies to ensure an inclusive culture. We believe that continuing with these actions will go some way towards reducing our current gender pay gap.

Cyril Abiteboul

