

**Proud to be
part of our
customers'
success**

Gender Pay Gap Reporting 2019

Introduction

Welcome to the 2019 annual Gender Pay Gap Report. This is based on data as of April 2019.

I am proud to say that this year we have rolled out our job evaluation and pay grading system. This proves our commitment to adopt a transparent and fair approach to how we reward our staff for the work they do.

In addition to this, our 'See, Talk, Support' campaign ensures that we maintain a safe and fully inclusive working environment that promotes opportunities for all, including our under represented demographics.

We still have work to do in addressing our Gender Pay Gap, however this year we have launched initiatives to help that journey. These are explained within this report.

I can confirm that the data in this report is accurate.

Craig O'Connell
Managing Director



What is the Gender Pay Gap?



The gender pay gap indicates not only the salaries of male and female employees, but also the types of roles they fill and the gender diversity across the organisation at all levels. It is different from 'equal pay', which is to ensure that women and men doing equal work receive equal pay.

How is it calculated?

The gender pay gap considers two metrics, the **median** and the **mean** pay gap results.

MEDIAN GENDER PAY GAP

The median gender pay gap is calculated by comparing the middle values in the range of salaries for men and women.

MEAN GENDER PAY GAP

The mean gender pay gap is the difference between the average salary of all female employees, and the average salary of all male employees.

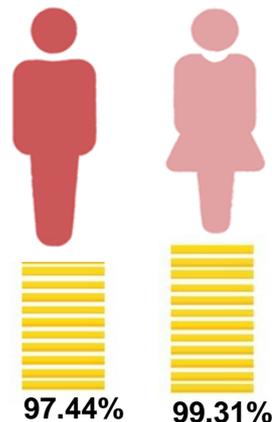
Gender Pay Gap – The Stats 2019

Difference between Men and Women

	Mean	Median
Pay Gap (%)	18.55	12.28
Bonus Gap (%)	55.05	14.49

Our gap for pay is due to our workforce predominantly being male with a high % of males currently in a management position.

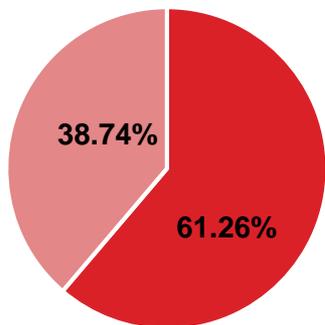
Our bonus gap is skewed as SMR do not typically pay bonuses. Therefore, any one-off bonus payments will affect our results.



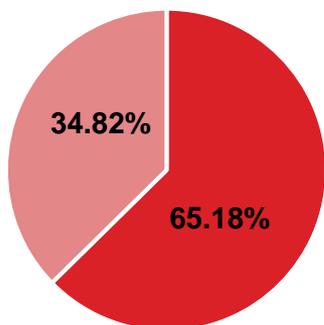
Proportion of males and females receiving a bonus payment

All employees who are employed during December each year receive the Christmas gift payment, we also have small recognition payments like Team and Employee of the month which are classed as bonus payments.

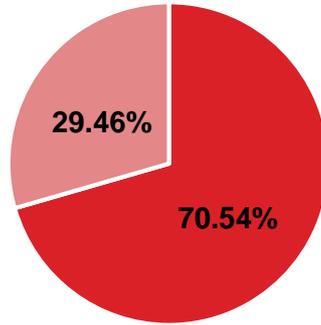
Male Female



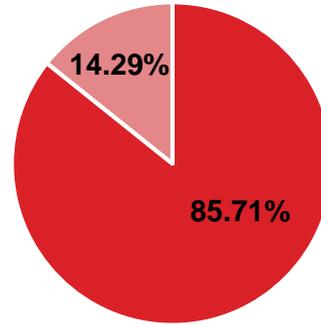
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

Pay Quartiles - The proportion of males and females in each pay quartile

Our pay quartiles have remained broadly stable. Despite an increase in female representation in the Upper Quartile from 2018, there is still a bias to male representation in each quartile.

How we are addressing our Gender Pay Gap



Job Evaluation & Pay Grading



We launched a job grading and pay evaluation tool in 2019 to ensure we have a transparent way of managing pay fairly, equally and competitively in our market/region.

This not only allows for internal alignment between roles, but also enables accurate salary comparisons to market.

By using surveys managed by a leading UK third party vendor, we can ensure a fair and consistent approach.



Partnering with STEM NOW

We have now formed a partnership with STEM NOW to inspire future talent and promote women in Engineering. As part of this, 14 employees became STEM Ambassadors and have attended external events to help promote STEM careers. 57% of our STEM Ambassadors are females. It is important to us to inspire females into our industry where women are still under represented.



Equality Training / Education

We completed our plan to train all 580 of our employees and agency workers on Equality under our 'See, Talk, Support' campaign.

This was to ensure we instil a positive, equal, fair and diverse working culture. It is important to our business that we work in an environment that respects and values difference. We maintain the focus on this through monthly campaigns. We have also now encompassed this into our new starter induction training.

We will now provide statistics to our management teams on their team's gender split, assisting them in addressing their gap through succession planning, team development and recruitment.



Flexible Work Practises

In addition to our flexible working request scheme, we have launched Flexi time (for our non-shift roles), holiday purchase and Voluntary unpaid leave.

All of these have been introduced to allow for a better work life balance for our staff.

This has been a great way to engage our employee's by giving them the opportunity to manage the hours they work alongside their personal commitments.