

# Gender Pay Report: 2018 to 2019



**BACHY SOLETANCHE**

Following the General Election in 2015, the Government announced that it intended to fulfil a manifesto commitment by bringing into force a provision of the Equality Act 2010 on gender pay gap reporting. The Office of National Statistics, basing its calculations on data from the Annual Survey of Hours and Earnings, has put the overall gender pay gap for all employees in the UK in 2016 currently set at 18.1%. Women typically earned around one-fifth less than men.

In April 2019, all UK organisations which employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

## What is GPR? Our figures

As of the 5th April 2018, our overall median and mean gender pay gap, is shown, as a percentage difference between men and women:

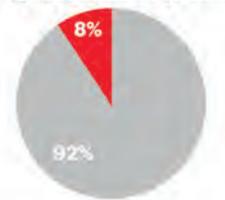
Of the proportion of men and women eligible for bonus (employed during the previous bonus period), 100% received a bonus payment.

Difference in mean pay	18.4%
Difference in median pay	15.3%

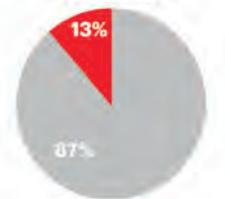
Difference in mean bonus	44%
Difference in medium bonus	53.1%

Male employees receiving bonus pay	100%
Female employees receiving bonus pay	97.3%

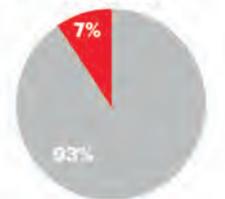
Upper Quartile Pay Band



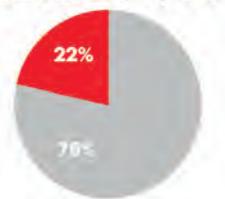
Upper Middle Quartile Pay Band



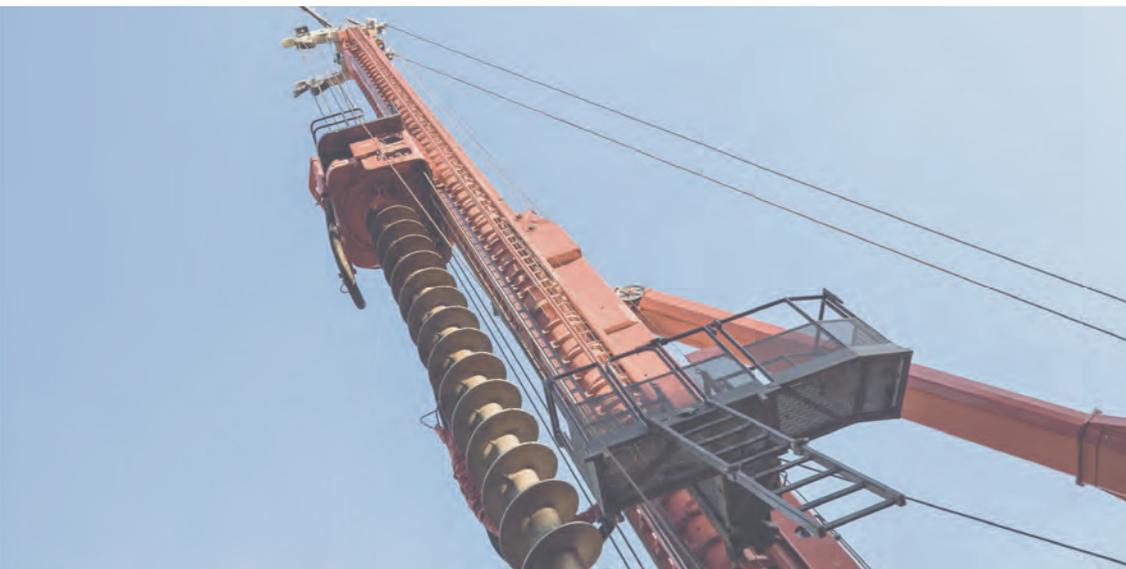
Lower Middle Quartile Pay Band



Lower Quartile Pay Band



● Male  
● Female



When looking at our pay quartiles, the gender pay gap is driven by the structure of our workforce and the higher concentration of males we have in more senior positions, rather than our pay structure which is structured on a gender neutral basis. It is a gender representation issue at a senior level rather than a pay issue. The senior management team is primarily male, historically filled by those who started as Engineers and progressed their technical, operational and management skills to become the leaders in the business.

This means that currently more men than women are in the higher paid senior roles within the business which creates the gender pay gap we see today.

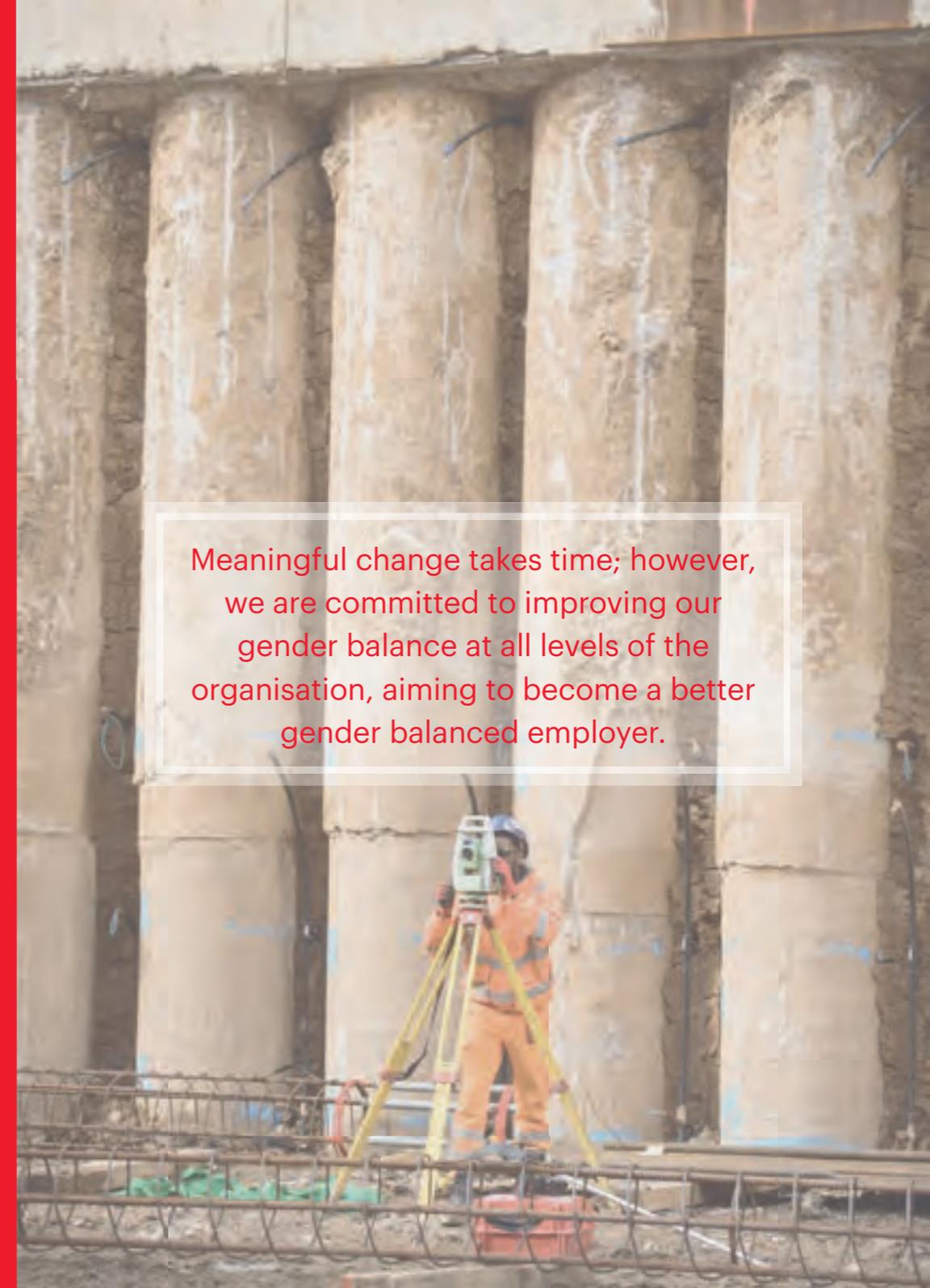
Our difference in mean bonus pay is influenced by our gender split, as outlined in the pay quartiles, as a greater proportion of men are

in the upper 3 quartiles and also that a disproportionate number of women are not being paid bonus in year ending April 2018 because they were not employed at the end of December 2017 (the end of the Company bonus period).

## Analysis

## Our promise

Meaningful change takes time; however, we are committed to improving our gender balance at all levels of the organisation, aiming to become a better gender balanced employer.



We recognise that addressing the gender pay gap is a challenge in a historically male dominated industry where both our current workforce and the pipeline of talent from which we recruit is overwhelmingly male.

Our total workforce is currently 85.7% male, which is a reduction from 2018 and is a step towards a better gender balance.

We have instigated a management training scheme open to all areas of the business. The attendees of these courses have a gender balance in-line with our aspirations for the future. As already said this will take time to make a meaningful change, however, we are committed to improving our gender balance at all levels of the organisation.

## For the future To support this

We will focus on how the industry and Bachy Soletanche in particular, can motivate more women into employment and into senior positions.

We will strengthen our links with STEM organisations, to attract talent and build engagement from grass roots.

We want to improve our ways of working to embed a healthy work life balance for everyone. Whilst we currently have robust flexible working and shared parental leave policies, and offer flexible solutions to fit with personal circumstances, including job shares, part time contracts and flexible hours, we need to more actively promote these amongst women and men to improve take-up. We need to see a culture shift in the view that flexible working is not an exclusively female domain but something that anyone can do to achieve the best work/life balance for them.

We conduct regular audits of pay and benefits, and will continue to do so, to ensure that our pay structure remains gender neutral, market competitive and focused on roles.



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