



Severfield



Severfield Gender Pay Gap Report

April 2018

## Foreword from Carolyn Hobdey, Group HR Director

At Severfield we aim to ensure that people are treated with fairness and equity, across all levels and locations. This includes making sure that our people have the same opportunities for employment, learning, reward and career progression.

Diversity and inclusion of the best talent, irrespective of gender and other characteristics must underpin our business if we are to continue our success.

We are confident that we have equal pay. However, we do have a gender pay gap, which has widened slightly this year. There are some key reasons for this; fewer women than men in our organisation, just 7% women in senior leadership roles and fewer women working in technical and commercial roles that attract higher levels of pay.

Our gender pay gap also reflects wider issues. In the UK, only 25% of graduates in science, technology, engineering and mathematics (STEM) are women and in engineering and technology this figure is just 14%.

While we recognise that closing the gender pay gap will take time and like so many have much to do, we are committed to building a more diverse workforce. We intend to do this through ensuring that our foundational people processes are robust and fit-for-purpose with the relevant resources in place to support them, and by placing emphasis on communicating both internally and externally the opportunities that our organisation provides for all.



## Our findings

Our current employee population is 91% male and 9% female.

91%



9%



Pay gap	Mean	Median
Severfield (UK) Ltd	34.2%	32.2%
Severfield (NI) Ltd	25.5%	26.9%

We know that our gender pay gap is due to the low numbers of women within our business, with just 7% occupying senior executive roles.

Bonus pay gap	Mean	Median
Severfield (UK) Ltd	59.3%	54.1%
Severfield (NI) Ltd	3.0%	0.0%

The bonus gap in the UK is driven by fewer women in senior roles where higher bonuses are paid. The majority of part time colleagues are female.

Proportion of employees receiving a bonus	Men	Women
Severfield (UK) Ltd	87.0%	74.2%
Severfield (NI) Ltd	88.5%	93.3%

All Severfield colleagues participate in the annual Group Bonus arrangement, subject to the scheme rules that state that employees must be employed for a minimum of one calendar month to trigger payment. Performance conditions must also be met for bonus to be paid.

Gender Pay Gap is different to Equal Pay for Work of Equivalent Value. Gender Pay Gap highlights the average pay and bonus for women and compares this to the average pay and bonus for men in the business. Gender Pay Gap does not compare the pay and bonus for equivalent roles.

## Our approach

It is widely acknowledged that the structural steel, engineering and construction sectors face a tough challenge attracting women into the sector, particularly into senior roles. We are committed to addressing this by promoting STEM subjects to all young people and by changing the perception of STEM careers. We will do this through improving our community-based relationships around our business locations, external awareness-raising of our organisation, and by having more clearly-defined career paths through the organisation that we can share with current and prospective employees. By doing this, we aim to encourage more young women to follow a career in our industry to create a diverse talent pipeline.

We have gender neutral practices in our recruitment processes including; ensuring job adverts have gender neutral language, differing marketing sources and competence-based selection. We will of course, always recruit the best person for the role based on merit.

We continue to work on increasing the number of women at all levels within our organisation. In the short term we aim to increase the number of women in trainee STEM roles through the promotion of our Apprenticeship programmes and the design and delivery of a leadership development programme that will aim to open up opportunities to all capable employees. We recognise that by taking this action to improve the gap over the long-term we may distort our gender pay gap data in the short to medium term.



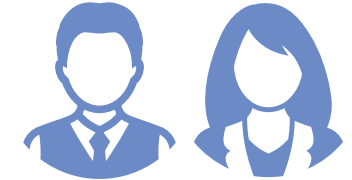
**Statutory disclosure**

Severfield has two employing companies within the UK that employ 250 or more relevant employees as at 5 April 2018. The methodology used in arriving at the outcomes is consistent with the ACAS Managing Gender pay reporting guidance of March 2017.

Severfield (UK) Ltd	Mean	Median
Gender pay gap	34.2%	32.2%
Gender bonus gap	59.3%	54.1%

Severfield (NI) Ltd	Mean	Median
Gender pay gap	25.5%	26.9%
Gender bonus gap	3.0%	0.0%

**Key**



**Mean and Median:**

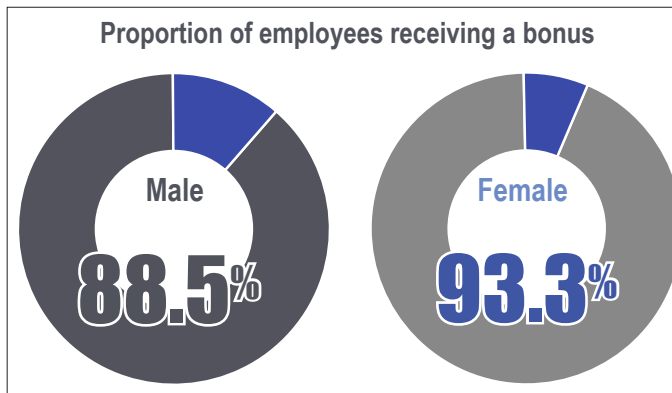
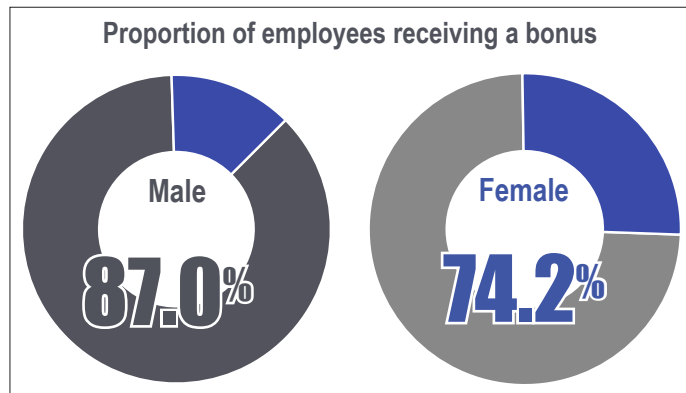
The gender pay gap shows the difference between the mean (average) and the median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

**Proportion of males and females receiving a bonus:**

The proportion of male and female employees who were paid any amount of bonus pay during the 12-month period between 6 April 2017 and 5 April 2018.

**Proportion of males and females in each pay quartile band:**

The proportion of male and female employees in four quartiles hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. It is done by dividing the workforce into four equal parts.



Proportion of employees in each pay quartile		
Pay quartile	Male	Female
Upper	97.1%	2.9%
Upper middle	97.6%	2.4%
Lower middle	96.7%	3.3%
Lower	79.6%	20.4%

Proportion of employees in each pay quartile		
Pay quartile	Male	Female
Upper	97.3%	2.7%
Upper middle	94.7%	5.3%
Lower middle	93.3%	6.7%
Lower	74.7%	25.3%

We confirm that our gender pay gap calculations are accurate and meet the requirements of the Regulations. The data contained in this report is accurate and has been produced in accordance with the ACAS Guidance Managing Gender Pay Reporting, December 2017.

Gary Wintersgill - Managing Director, Severfield (UK) Ltd

Brian Keys - Managing Director, Severfield (NI) Ltd