

Gender Pay Gap Reporting 2023/24

INTRODUCTION

What is Gender Pay Reporting?

Gender pay reporting legislation was introduced in 2017. It requires employers with 250 or more employees on the snapshot date to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The format of what and how it is reported is determined by legislation and it effectively considers all pay, and benefits received by employees during the twelve-month period leading up to 5 April.

Under UK law, the results of the report must be published on the Government Website by April of the following year which is calculated as the snapshot date of 5 April 2023.

What does this mean for SPL Powerlines UK Ltd?

SPL Powerlines UK Ltd is part of the Powerlines Group with the registered UK office in Coatbridge, Scotland which is registered on company's house. SPL Powerlines UK Ltd is a growing business that has seen continued steady growth in headcount during 2023/2024.

Gender Pay Gap v Equal Pay

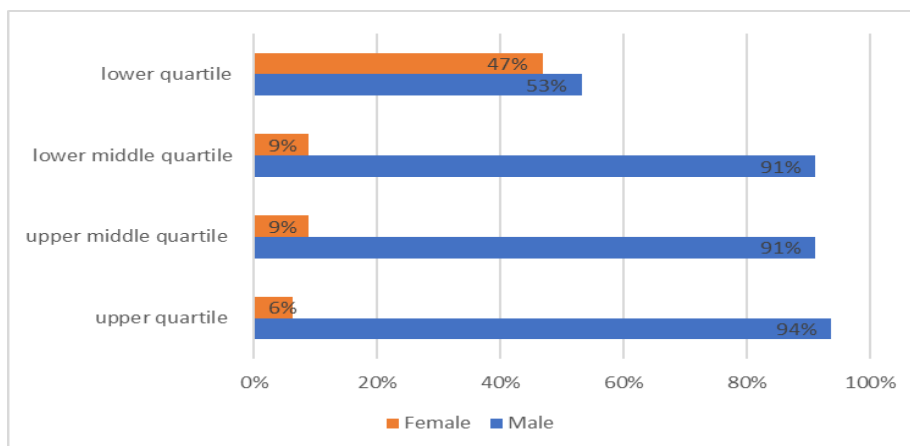
Gender Pay reporting demonstrates the difference in the average pay between all men and women in a workforce.

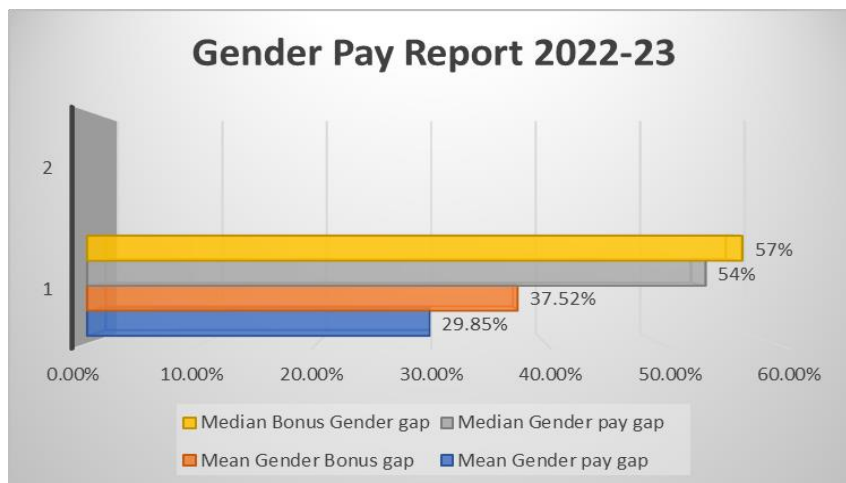
Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The following graph shows the workforce split into four equal-sized groups based on pay, the lower quartile (the lowest-paid 25% of employees) through to the upper quartile (the highest paid 25% of employees)

The figures set out have been calculated using the standard practices defined using the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay by Quartiles by Gender





Understanding the Gender Pay Gap

The Rail industry, along with the Construction and Engineering industry is historically a male dominated industry particularly within the operational delivery and continues to be so, particularly within higher paid roles such as Project Management, Engineering and Design disciplines.

SPL Powerlines has increased its female workforce within the lower significantly and the upper quartile by a few percentage, however due to an overall increase in headcount in mid level roles the middle quartiles have seen a reduction in the female % and thus increased the over pay gap.

To look at reducing the gender pay gap in these middle percentiles within not only our business but the Rail Industry, there needs to be an increase in the number of female employees conducting more mid management and senior roles and more specialised disciplines within the industry.

SPL Powerlines Strategy - Gender Pay gap.

We are aware that within the Rail industry the gender pay gap is significant, whilst we work to close the gap within SPL Powerlines, our gap and other companies of a similar size is comparable. This continues to be reviewed on an ongoing basis in accordance with equality and diversity and recruitment and retention within the company.

We also actively promote from within and look to develop our existing teams and then fill these vacant roles to ensure we retain skills, experience and loyalty within the company.

We continue to promote the company and Rail industry on social media, via internal communications, visuals attendance at local and major rail events and have actively recruited a large number of new employees, increased engagement with school work placements and have worked closely to recruit mainly at entry development level, trainees, apprentices and graduates as part of our succession planning, however, the company continues to have minimal influence on the education and career choices of individuals at early stages so we aim to capture engagement as early as possible via these methods.

- SPL Powerlines is committed to increase our recruitment at early stage of education from school leavers and graduates in all areas of the business and geographical locations as well as monitoring our ongoing recruitment drives. This is monitored in our HR and social value strategies for 2024 to 2028.
- Continuous development in our recruitment and a keen focus on retention and internal development of skills, reviewing progress at yearly PDR's.

- Package benchmarking is continuously carried out to review market trends and analyse data to assist to close the gap and succession planning for the future.

We continue to ensure our strategies are fluid and reactive to the current markets, skills and requirements to deliver our works safely as well as supporting equality and inclusion.

This statement has been prepared by HR and approved by:

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Position: Managing Directors

Date: 09th March 2024.