

# Gender Pay Gap Report 2017





# Pino De Rosa

## Managing Director



- Bridgeway has always been an equal opportunities employer, as we believe that values, behaviours, and competence are the key attributes of any employee. As a business we've grown on that basis and are now a £25m turnover business employing around 500 people. In 2017 we won a Queens Enterprise Award for Sustainable Development and this is down to the initiatives we have introduced to become a diverse business with a workforce who are highly valued.
- We work predominantly on the UK's Rail Infrastructure and have been heavily involved in some of the largest engineering projects delivered here in the UK.
- Our growth has only been possible through recruiting and retaining great people of all backgrounds, skills-set and experience. This breadth of diversity and inclusive approach across the team brings differing opinions and perspectives into the business which has allowed us to challenge conventional thinking and provide solutions to clients which has produced better results than they were expecting.
- I am pleased to present our first ever gender pay gap report and I can confirm that the data held within this report is accurate in meeting Government regulations. I am pleased with the results, as they show that pay within our business is not influenced by gender. But we will not rest on our laurels and I am clear that there are areas that we need to focus on as a business and we will continue to make improvements.
- Most pleasing is that our mean gender pay gap is 0.26% and our median gender pay gap is 2.33%; both significantly below the averages across the UK. This is particularly pleasing, because as a rail focussed engineering business an issue that we face is that there are a disproportionate number of men within the industry. Our workforce is 88.97% male; which is similar to that within the industry as a whole. It is an area we are looking to change and one which as board, we have on our monthly agenda. A diverse business, as ours is, needs a diverse range of personalities and experiences within it, to adapt to the challenges we'll face.
- The disproportionate number of male employees is an area which we have looked to address through various links with local schools and universities, both locally and nationally, to increase the number of young women looking at STEM careers. We are keen to promote Women within Engineering and later within this report are a few examples.
- By bringing greater diversity to our team and promoting women within engineering we hope that we can progress more talented members of our female workforce through to the top of our business.
- I look forward to continuing our business wide approach to inclusivity and to reducing the gender pay gap.



# Lisa Brackner

## HR Director



- One of my key objectives within Bridgeway is to make us an employer of choice. For this we encourage diversity within our teams and closing the gender pay gap is an important factor in our objective.
- Our current workforce is male-dominated, but we've had at least one female board member over the last five years. Our leadership team is always growing and the number of females is increasing in this important group, who are recognised as our next group of directors.
- The fact that we have a 0.26% mean gender pay gap is impressive but personally the most impressive result is that the split across the quartiles is fairly even. This shows me that we are working well towards recruiting for roles based upon ability, cultural fit and desire rather than gender.
- But we still do need to improve.
  - Proportionally more women than men receive a bonus and there is a mean and median bonus gap;
  - Albeit small we have a mean and median gender pay gap.
- These may have been influenced by the demographic within our business, but we'll continue to focus on equality.
- Gender equality is an important area to focus on and my ultimate goal is to ensure continual improvements within our recruitment and retention strategies which drive equally across all areas of our business.

## Our Gender Pay Gap

### Mean Gender Pay Gap

Our mean gender pay gap is 0.26%

### Median Gender Pay Gap

Our median gender pay gap is 2.33%

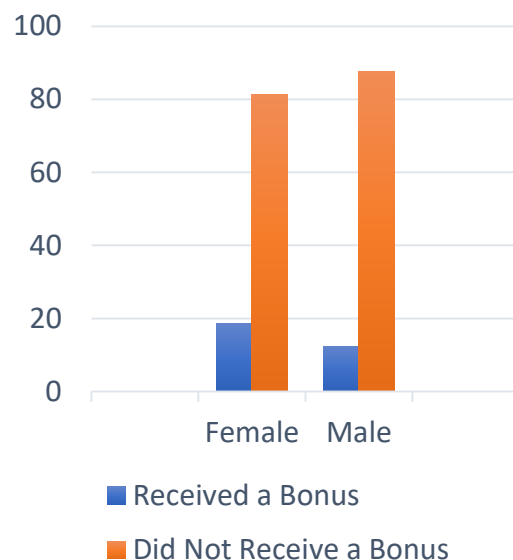
### Mean Gender Bonus Pay Gap

Our mean gender bonus pay gap is 23.42%

### Median Gender Bonus Pay Gap

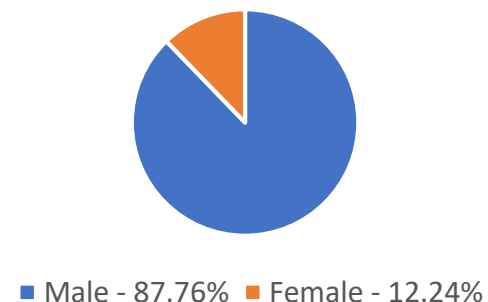
Our median bonus gender pay gap is 50.00%

### Percentage of employees who received a bonus pay:

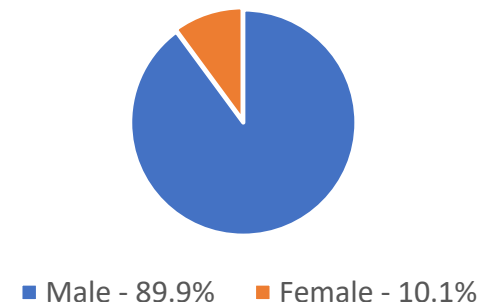


### Employees by Pay Quartile:

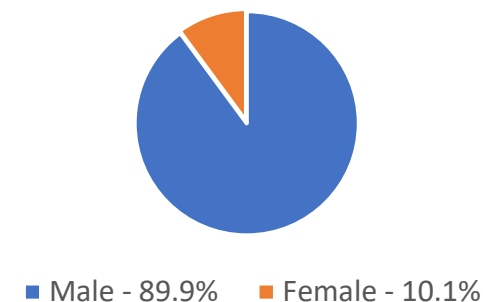
#### Upper Quartile



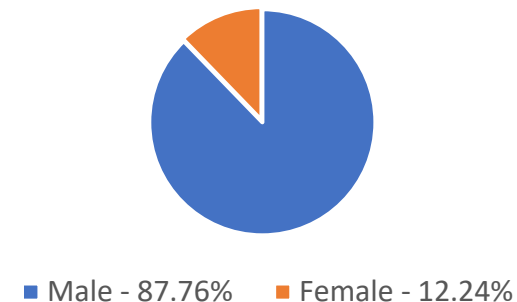
#### Upper Middle Quartile



#### Lower Middle Quartile



#### Lower Quartile



## Zoe Smithurst

Principal Project Manager,  
Site/Ground Investigations



*"...after completing a varied collection of 'A' levels due to being unsure of what I wanted to do, I applied to do a degree in Geology which would also incorporate my love of the outdoors (even if nearly every field trip was wet, cold and muddy)! I completed the 4 year MESci at Cardiff University but was still unsure what I wanted to do as a career so took the opportunity of a job as Research Assistant at the University of Hong Kong. On my return to the UK I joined the Environment Agency as an Assistant Scientist. I then became a Geotechnical Engineer where I could put my degree into practice. I worked on numerous ground investigations and a earthworks projects which also help me develop my report writing skills. I joined Bridgeway in 2012 and gained my first experience of GI within a rail environment. Working within this environment has encouraged me to broaden my knowledge of GI techniques and, as such, develop my understanding of the different engineering fields. I am currently a graduate member of the Institute of Civil Engineering and working towards my Member Review to become an Incorporated Engineer. Although still a minority, women in engineering are now well recognised, respected and make some fantastic contributions to the field. With so many different disciplines within the subject there are numerous opportunities to find and develop your area of expertise and I would encourage any girls/women thinking of pursuing a career in engineering to go for it as your contribution is as valuable as anyone else's."*

## Katie Barrowclough

Project Manager,  
Geomatics



*"... I was undecided what I wanted to do when I left school but was always a hands on, problem solver type of person. I looked at many courses but finally decided on an Engineering Diploma after attending an open day at college. I started as an Assistant Land and Building Surveyor, after 6 months progressed to Junior Surveyor and then to Surveyor, a role I stayed in until I joined Bridgeway in 2014. Although I didn't have any rail experience, my colleagues and surveying knowledge have helped me to understand surveying on the rail and progress within the company. If you were to ask what would I say to encourage any women out there who are undecided on a career path to go into engineering, I would say "engineering is one of the most diverse areas to work in. If you love solving problems and enjoy learning how things work, then Engineering could be for you. When working on the railway, you are constantly learning no matter how experienced you are and can side step into different areas. The rail industry is a positive and thriving place to work and there will always be a constant demand for engineers, so there are many areas you could specialise in."*

## Valentina Ursida

Engineer,  
Site/Ground Investigations



*"...deciding to study Geology at University seemed to me like an obvious choice. I come from a seismically and volcanically highly active region, Calabria, in Southern Italy, which is one of the most interesting areas from a geological point of view. The love and fascination for my land, added to the pleasure I had always found in studying scientific subjects, were clear signs that I was going to enjoy researching anything that had to do with the soil. This quickly proved to be true: right after graduating I started specialising in Geotechnical Engineering as I found this career path more tangible and attractive as you can see your output on site. My extensive travelling experience allowed me to become a well rounded and skilled professional Geologist."*

## Rachel Wharton

Principal Project Manager,  
Geomatics



*"... I am a farmer's daughter and always loved the outdoors and generally anything un-ladylike! I finished University with a Geography degree (BSc) and was looking for my first job. I was applying for everything and anything. I first joined Bridgeway in 2006 as a Survey Technician having no idea what surveying was and maybe even now I still don't! I was then promoted to a Surveyor. I left in 2010 and joined Derbyshire County council as a Land Surveyor, returning to Bridgeway in 2013 as a Project Manager in the Geomatics department. Engineering is an interesting and very challenging environment to work in but also rewarding. You see a lot of the country with a multitude of different activities often taking place at the same time. Rail and engineering is often at the forefront of new developing technologies, both on the ground and within the office environment. Bizarrely, you are treated with respect and often get a better rapport with clients."*

# Toni Russell

Examiner,  
Infrastructure Services



".... married with 3 Children and 1 dog. I joined the Territorial Army Royal Engineers in 1997 after being medically discharged from the Royal Logistic Corps in 1995 with a broken hip. I transferred to the Regular Army in 2000 and trained as a Combat Engineer, Carpenter and Joiner and Bomb Disposal Specialist. I left the Army in 2008 to start a family and also joined an agency undertaking various short term civil engineering contracts, including highways maintenance, land reclamation and bridge examining. My aspiration was always to join the Army but stumbled into engineering by chance. I did the bulk of my trade training at the Royal School of Military Engineering, with further qualifications gained more recently at my local college, studying part time whilst juggling work and family. If I was to encourage any budding female engineers, I would say yes its dirty work, yes you will possibly face the odd negative attitude but if you come into this field with an open but tough attitude and be prepared to get stuck in and prove yourself against the odds, the sense of achievement is worth it and if you worry about having a career and a family I would say its achievable with compromise, good employers and some awesome juggling skills."

# Stavrini Charilaou

Graduate Engineer,  
Infrastructure Services



- “... I have recently completed my degree in Civil Engineering (MEng Hons – First Class) at the University of Nottingham and have joined the Structures team permanently, as a Graduate Engineer since September 2017. Following my Year Placement with Bridgeway Consulting Ltd, I am now looking forward to pursuing objectives collectively as a member of our team and on an individual level, in an effort to always improve. Having the opportunity to work with a good team of Engineers and Examiners in the railway industry presents me with the motivation to enhance my acquired knowledge and understanding, with experience in this sector.”