



Gender Pay Gap Report – April 2020



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Safely & Sustainably



Pino De Rosa Managing Director



- This is the fourth year we have the pleasure of providing our gender pay gap report. Having data for the last 4 years provides a greater opportunity to review areas of progress and opportunities for improvement.

A little about our business

- 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, skill-sets 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.
- 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 £20m+ turnover business.
- 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.

Equal Pay versus Gender Pay Gap:

- Firstly, I must cover-off a popular misconception; Gender Pay Gap is not the same as Equal Pay.
- Equal pay is the legal requirement to pay people who are doing the same or similar work, the same amount of money. Our report isn't saying that women are paid less than their male counterparts in the same role or equivalent responsibility and accountability. We have ZERO tolerance to unequal pay.
- The Gender Pay Gap focuses more on opportunities; and asks the questions as to why, across the world, are men more prominent in the higher paid positions than women.



Pino De Rosa Managing Director



So what are the results?

- You'll see that further along within the report the seven items which we have to report on. For me the key items are:
 - Our mean gender pay gap has increased from 2.07% in 2019 to 12.12% in 2020.
 - Our median gender pay gap has increased from minus 7.35% in 2019 to 11.87% in 2020.
 - Our mean gender bonus gap has decreased from 22.15% in 2019 to 0.87% in 2020.
 - Our median gender bonus gap has increased from minus 25% in 2019 to 50% in 2020
 - The number of women in a team receiving a bonus is 25% compared to 11% of men.
 - Our Upper Quartile splits are consistent with previous year but we have seen an increase in the female proportion of our Lower and Lower Middle Quartile.

So why does the gap exist?

- We face an industry wide challenge of gender imbalance in the workforce, with a disproportionate number of men employed. Our workforce is 82% male; which is similar to that within the industry as a whole, but we are working at Board level to tackle this. A diverse business, as ours is, needs a diverse range of personalities and experiences within it, to adapt to the challenges we'll face.
- We are proud to partner with local schools, colleges and universities to encourage female participation in STEM careers and to challenge stereotypes and misconceptions about careers in Engineering and Rail. We also work with organisations such as Women in Rail and Women in Engineering to promote engineering and rail careers externally and within Bridgeway.
- 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, as the later case studies show.
- But we will continue to listen to best practice and engage with our workforce, to address the areas that we need to focus on as a business and make further improvements.
- I look forward to continuing our business wide approach to inclusivity and to reducing the gender pay gap.



Lisa Brackner
HR Director



- Achieving a sustainable future for Bridgeway, building on the achievements of the last 25 years, will require attracting and retaining the best quality candidates. Removing barriers for women to grow and thrive in our industry will not only improve gender diversity across Bridgeway, thus closing the gender pay gap, but would also help maintain a sustainable business that is fit for the future.
- Our leadership team is always growing and the number (and proportion) of women is increasing in this important group, who are recognised as our future. As the case studies following highlight we proactively support career progression and promotion with training and secondments.
- Our workforce is male dominated, as is the rest of the industry and we are working to improve the gender balance of our workforce and have seen a rise in women as a % of the workforce to 18% up from 15% in 2019. The increase % of women in the workforce, mostly into entry level and Trainee role has impacted our quartile splits, increasing the female % of our Lower and Lower Middle Quartiles.
- We recognise and value talent, recruiting based on ability, cultural fit and our behavioural model (DESIRE IT) rather than gender. We continue to work to attract a diverse talent pool so that we can achieve a more gender balanced workforce.

What have we been doing already?

- To attract and retain a more diverse talent pool we have introduced anonymised shortlisting and our recruitment adverts are checked using external software for gender bias language.
- In 2020 we have continued to build on our flexible and agile working policies seeing an increased take up rate.

What is in the future?

- Just the desire to continue growing our brand and encourage more and more diversity within our industry.
- If we can do that, it can only benefit us as a business as well as the rest of the industry.



Mean Gender Pay Gap

Our mean gender pay gap is 12.12%
(2019: 2.07%)

Median Gender Pay Gap

Our median gender pay gap is 11.87%
(2019: -7.35%)

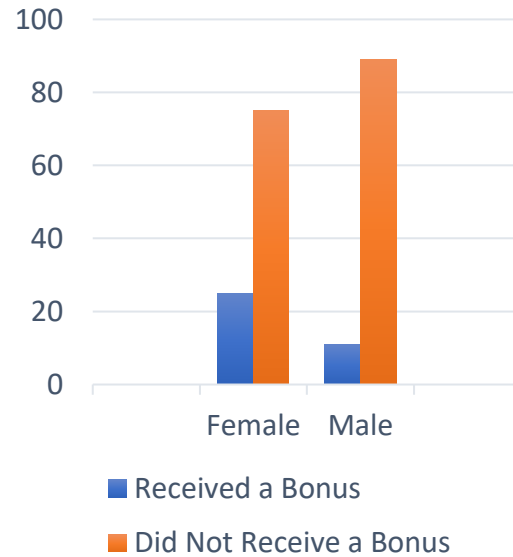
Mean Gender Bonus Pay Gap

Our mean gender bonus pay gap is 0.87% (2019: 22.15%)

Median Gender Bonus Pay Gap

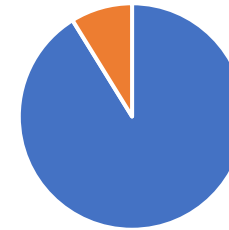
Our median bonus gender pay gap is 50% (2019: -25.00%)

Percentage of employees who received a bonus pay:



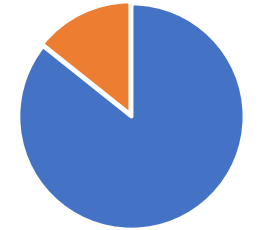
Employees by Pay Quartile:

Upper Quartile



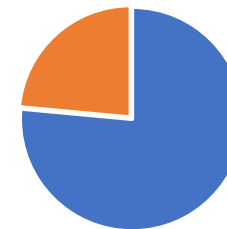
Male - 91.18% Female - 8.82%

Upper Middle Quartile



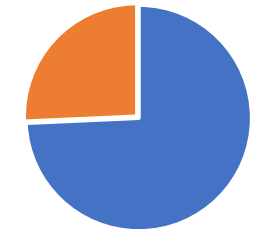
Male - 85.71% Female - 14.29%

Lower Middle Quartile



Male - 76.47% Female - 23.53%

Lower Quartile



Male - 74.29% Female - 25.71%



Charlotte MacSweeney

Assistant Operations Manager

Business Support Services



"...I was not sure what I wanted to do after college and came to Bridgeway for some work experience. I was able to get a permanent Business Admin role processing orders and issuing Personal Protective Equipment. I really enjoyed the friendly atmosphere. This first role gave me the chance to see the different departments and opportunities at Bridgeway and see what interested me. I was able to get more involved with the equipment side of things which I enjoyed and moved over to the operations team in 2016.

I am now Assistant Operations Manager and my role covers a broad range of fleet and equipment activities and projects including ordering, calibration, maintenance and servicing. I work with some great people and feel respected and valued within the, mostly male, team and the company as a whole.

I know that there are opportunities there if I want to grow and develop further but at the moment I want to focus on doing the best job I can."

Alina Mihalache

Senior Data Engineer

Geomatics



"...I began my career as an engineer in 2011, working for 4 years in Romania in the construction industry. It was a very male dominated environment but I was determined to succeed and developed my Engineering knowledge and skills. I was willing to do the work and show that I can be a good engineer.

In 2015 I decided to move to UK and to continue on with my career. I joined Bridgeway Consulting Limited as an engineering surveyor which has given me the chance to learn many new things and improve my skills. I've had the opportunity to mix working on site with and office based project work. This has given me a deeper understanding about the projects that we work on, from the data collection through to delivering the results to the client.

Through all these years Bridgeway recognised my work and my contribution to different projects, and I have been promoted from Graduate engineer up to Senior Data Engineer.

I am keen to continue to develop my career and I feel supported with the opportunities to do this."