



Gender Pay Gap Report – April 2021



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Safely & Sustainably



Pino De Rosa Managing Director



- This is the fifth year of providing our Gender Pay Gap report and analysing data over this period has allowed us to get a clearer picture of trends and areas of focus.

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, 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.
- 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 decreased from 12.12% in 2020 to 7.34% in 2021.
 - Our median gender pay gap has decreased from 11.87% in 2020 to 6.89% in 2021.
 - Our mean gender bonus gap has increased from 0.87% in 2020 to 23.36% in 2021.
 - Our median gender bonus gap has decreased from 50% in 2020 to 22.22% in 2021
 - The number of women in the team receiving a bonus is 36% compared to 13% of men.
 - The % of women in the lower and lower middle quartile has increased significantly since 2019

So why does the gap exist?

- The last 12 months have been overshadowed by the COVID 19 pandemic but even in this climate we have continued to drive forward our agenda to reduce our Gender Pay Gap.
- Although we have seen an increase in the number of women in our workforce in recent years, we are still a male dominated environment with 81% of our workforce male, inline with the rest of the industry. We are confident that this imbalance is the underlying driver behind our Gender Pay Gap results.
- This year has shown us the importance of diversity in responding and adapting to change . Recruiting and retaining a diverse workforce is essential to the sustainable future of the business. We work to not only engage with schools and colleges to attract girls and young women to high paying careers in STEM but we also listen to and support our existing pool of female talent to help them to reach their potential with Bridgeway. As the later case studies show this is vital to creating and maintaining a diverse workforce.
- I look forward to continuing our business wide approach to inclusivity and to reducing the gender pay gap.



Lisa Brackner
HR Director



Although 2021 has presented significant challenges due to the impact of the pandemic it has also highlighted the need for a diverse workforce in meeting future challenges and becoming sustainable.

2021 has also seen a significant increase in flexible and hybrid working and as our later case studies show, policies such as these have a significant impact on supporting and retaining women in the workplace. We continue to work at all levels of the business to increase female participation in STEM to remove barriers for women in the working world to allow them to reach their full potential.

We are confident that by inspiring future generations of women in Rail and supporting the talented women working for us we will see greater diversity in our workforce, which would be reflected in our Gender Pay Gap. Our efforts to recruit more women into the business has already impacted our Lower Quartile and Lower Middle Quartile figures and as their careers progress we would anticipate similar changes in the higher quartiles.

What have we been doing already?

- We continue to review our recruitment process to remove gender bias and have launched a new Equality Diversity and Inclusion Training course to raise awareness.
- We have continued to partner with other organisations to encourage female participation in STEM careers, including working with the Virtual Human Rail Library at the Get up to Speed with STEM event this year.

What is in the future?

As we continue to grow as a business we invest heavily in future talent and over the last 2 years; 2/3rds of our Summer intake of SIGI Graduate Engineers have been female. By attracting more women into the business and continuing to provide a working environment that encourages development, with family friendly policies and procedures we will increase our gender diversity which will reduce our Gender Pay Gap. This will not only bring benefits to us and our clients but to the industry as a whole.



Mean Gender Pay Gap

Our mean gender pay gap is 7.34%
(2020: 12.12%)

Median Gender Pay Gap

Our median gender pay gap is 6.89%
(2020: 11.87%)

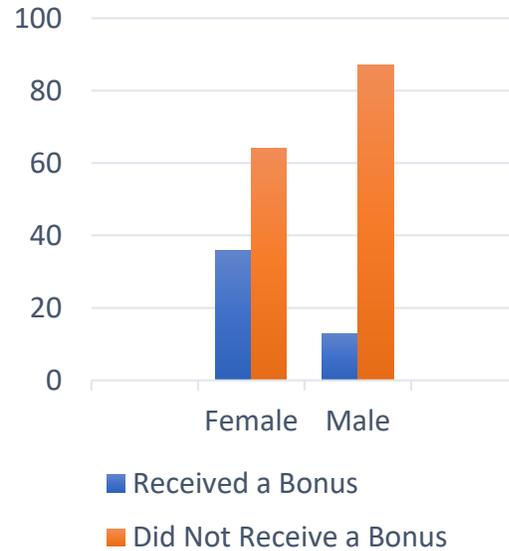
Mean Gender Bonus Pay Gap

Our mean gender bonus pay gap is 23.36% (2020: 0.87%)

Median Gender Bonus Pay Gap

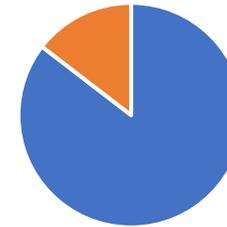
Our median bonus gender pay gap is 22.22% (2020: 50.00%)

Percentage of employees who received a bonus pay:

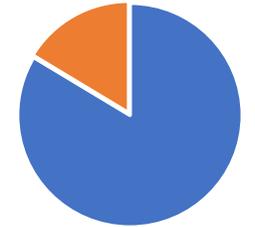


Employees by Pay Quartile:

Upper Quartile



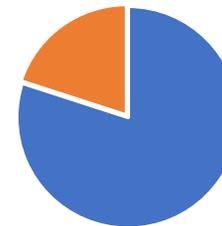
Upper Middle Quartile



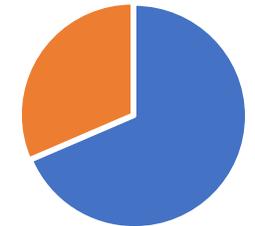
■ Male - 85.45% ■ Female - 14.55%

■ Male - 83.64% ■ Female - 16.36%

Lower Middle Quartile



Lower Quartile



■ Male - 80% ■ Female - 20%

■ Male - 68.525% ■ Female - 31.48%



Katie Barrowclough

Senior Project Manager

Geomatics



“... When I finished college, I applied for a number of roles and ended up choosing a role as an Assistant Surveyor as it was a practical outdoors job that gave me the chance to travel and be out and about rather than stuck inside all the time. Although I was promoted in my 10 years with my first company it became clear that due to the small size of the company I had gone as far as I could. I was contacted by Bridgeway and invited to apply for the role of Engineering Surveyor, working on track and other locations undertaking monitoring and other surveying projects.

I joined in 2014 and quickly became an Assistant Project Manager and then Project Manager in 2018, planning and running the Projects. I took some time off to start a family and I was supported in my choice to come back on a part time basis for a while. In 2021 I was promoted to Senior Project Manager and my role now includes running the Utility Team , surveying and monitoring utility lines and underground features for civil engineering projects.

Looking to the future I am enjoying the balance of client, project and team management and I would like to continue with this. The great thing is that there is always new technologies, new projects, new equipment and new challenges. It keeps me interested and growing, whatever the future holds..... “

Bethany Bowden

Quantity Surveyor
Commercial



“... I started with Bridgeway as a Commercial Assistant , working on contract management and invoicing. I enjoyed the work but knew that I wanted to continue to develop.

After 2 years I was offered the opportunity to train as a Quantity Surveyor. Bridgeway really supported my development, promoting me to Trainee Quantity Surveyor and sponsoring a 3 year part time Masters course. In 2018 I successfully completed my studies and I was promoted to Quantity Surveyor, taking on more involved and complex projects.

In December 2019 I took a year off to have my first child, returning in December 2020. I was supported throughout my maternity leave by both my Team and HR and was able to take the time to focus on my new family. Bridgeway’s approach to flexible working meant I was able to return 4 days a week and also work from home regularly. Working for a manager and company that understand the challenges of having a family makes a world of difference.

Looking to the future I am exploring working towards Chartership and know that I would be supported if I chose to take this next step.....”