



Gender Pay Gap Report April 2024



(3E)S² = Exceeding Expectations Everywhere
Safely & Sustainably

Bridgeway Consulting Limited

Pino De Rosa Managing Director



A little about our business and our culture:

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. We bring this together under our banner of "Broadening Bridgeway", which is explained later on.

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 a substantial employer with over 500 PAYE staff.

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, men are more prominent in the higher paid positions than women.



Pino De Rosa Managing Director



So what are the results?

You'll see our results further along within the report, on the "Gender Pay Gap Reporting in Numbers" slide. There are seven items which we have to report on. For me, the key around the gender pay gap is not the numbers but the actions that we're taking as a result of producing this information.

For a number of years, we have been adopting a policy of "Broadening Bridgeway" which is all around creating career opportunities within Rail for all.

So why does the gap exist?

We are operating in a male dominated environment. With 83% of our workforce male, we are slightly better than the industry average of 84%, according to NSAR's Workforce Survey. We are confident that this imbalance is the underlying driver behind our Gender Pay Gap results.

Gender though is not the only barrier to entry, it is also opportunity. We have focused this year on promoting opportunity within Bridgeway and into the wider community to encourage more women into higher paid career pathways, including Engineering. This is one way that we are working to address some of the underlying gender imbalance in our industry.

We have also focused attention:

- On how we recruit without gender bias – through more gender-neutral recruitment advertising
- Targeting social partnerships to bring a wider talent pool into the industry
- Promoting our Women in Engineering
- Offering management and leadership programmes through the business
- Specific recruitment data analysis

Our continued commitment to providing opportunities and removing barriers will aid us in our ambition of greater inclusivity and as a by-product to doing the right thing socially will help in reducing the gender pay gap.



Lisa Brackner

People & Development Director



Over the last year we have focused on promoting the high paying careers available with the rail sector through both our recruitment approach and our work in the community. This is part of our overall “Broadening Bridgeway” policy which has been a key focus within the business for a number of years. This is all about opportunity and being a socially responsible business.

In 2024 we launched several career pathways into rail including our Rail Engineering Academy and are proud that women make up 29% of our first intake. Comprising of work placements in our Geomatics, Examinations and SI/GI departments the Academy pathway provides a solid career start with the significant potential for future growth. 39 % of the women at Bridgeway are in technical roles, of which 14% are in senior or executive roles.

All of the women in senior and executive roles at Bridgeway were promoted internally into those roles. As a leadership team we’re focused on providing the opportunities throughout our teams and so we have a focus on management training and development programs through our management levels.

What have we been doing already?

In addition to our recruitment activities we have been working with local schools, holding our first ‘ Women in Engineering’ Drawing competition, to promote STEM to primary schools, encouraging the next generation of engineers.

What is in the future?

In the coming year we will look to further expand our recruitment approach to identify new ways and channels to attract female candidates to our roles as well as promoting our family friendly policies such as flexible working and part time opportunities.



Gender Pay Gap Reporting in Numbers

Mean Gender Pay Gap

Our mean gender pay gap is 4.44%
(2023: 1.71%)

Median Gender Pay Gap

Our median gender pay gap is 15.96%
(2023 11.99% 2022: 17.62%)

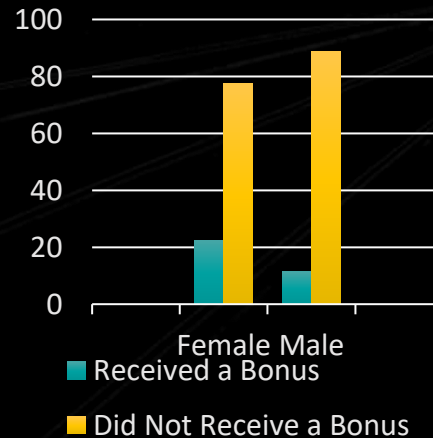
Mean Gender Bonus Pay Gap

Our mean gender bonus pay gap is 28.61% (2023: 33.85%)

Median Gender Bonus Pay Gap

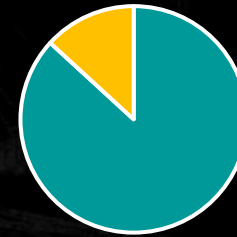
Our median bonus gender pay gap is 45% (2023: 25%)

Percentage of employees who received a bonus pay:

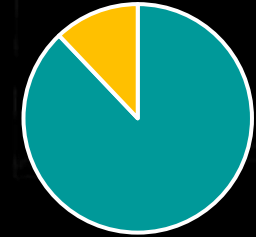


Employees by Pay Quartile:

Upper Quartile



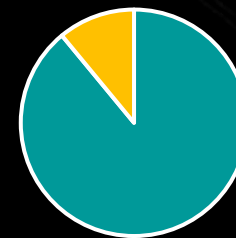
Upper Middle Quartile



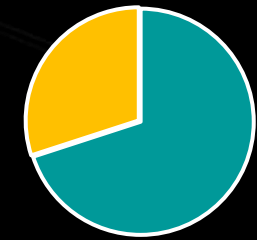
Male - 86.81% Female - 13.19%

Male - 87.91% Female - 12.09%

Lower Middle Quartile



Lower Quartile



Male - 87.91% Female - 12.09%

Male - 70% Female - 30%



Broadening Bridgeway

We value the diversity within Bridgeway and are committed to tackling the barriers preventing individuals from accessing and benefiting from the well paid and sustainable careers within the Rail and Civil Engineering Sectors.

Through **Broadening Bridgeway**, we have established a programme that works to promote social mobility. Government research¹ shows that women are less likely than men to experience upward social mobility. Broadening Bridgeway targets this key issue at the heart of our industry's gender pay gap.

The aim of the programme is to have a genuine and long-term impact and has included

- Launching our new Engineering Academy, providing a route into Engineering and possible pathway to sponsored Degree
- Providing training and career support to ex-offenders leaving Prison
- Supporting The King's Trust (formerly The Prince's Trust) through our Managing Director's role as an Entrepreneur Ambassador
- Delivering government backed Skills Bootcamps in Rail, providing a flexible way to gain the qualifications and skills needed to start a career on track
- Targeting service leavers through Military is Good for Rail events
- Participating in Plymouth University Careers Mentoring programme, giving employees development opportunities while supporting those at the start of their career
- Through our Track to Trainer programme, supporting track-based staff gain industry accredited training qualifications to start their career as Trainers



Engineering Academy



Women in Engineering Drawing Competition



Jobs Fair



Visit from Plymouth University Mentee



Military is Good for Rail



Support King's Trust

Bridgeway Consulting Limited

1. State of The Nation 2023: People and Places



The Bridgeway Added Value



- A UK business with a diverse workforce
- Network Rail Principal Contractor
 - 24/7 Operation
 - Value for money
- Exemplary safety record
- Multi-service portfolio = Limited use of subcontractors
- Multi-skilled and multi-disciplined staff
- Supporter of apprenticeship training
- Always looking to innovate
- Collaborative partner
- Award winning company

