



# Gender Pay Gap Report April 2023

**(3E)S<sup>2</sup>** = Exceeding Expectations Everywhere  
Safely & Sustainably

Bridgeway Consulting Limited

## Pino De Rosa Managing Director



This is the seventh 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, men are 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 dropped from 1.74% in 2022 to 1.71% in 2023.

Our median gender pay gap has decreased from 17.62% in 2022 to 11.99% in 2023.

Our median gender bonus gap has remained unchanged at 25% in 2023.

The number of women in the team receiving a bonus is 21.43% compared to 8.43% of men.

### So why does the gap exist?

We are operating in a male dominated environment but have seen an increase in the number of women in our workforce in recent years. With 82% of our workforce male, we are further along the road to gender balance than our industry average of 84%. We are confident that this imbalance is the underlying driver behind our Gender Pay Gap results.

We have focused this year on promoting the inclusive workspace we have created including this year our menopause policy and Women's Health campaign. This included a podcast dedicated to Women's Health. Maintaining and promoting an inclusive workplace is essential in attracting and retaining a more diverse talent pool.

I look forward to continuing our business wide approach to inclusivity and to reducing the gender pay gap.



## Lisa Brackner People & Development Director



The last 12 months have seen an influx of transferring staff due to contract wins which has increased our male working population, reducing the female quartile percentages compared to previous reporting periods. It is encouraging however that our work to support the development and progress of our female staff has led to internal promotions that are reflected in the higher female percentage in the upper quartile than previously.

Significantly we have seen a 75% reduction in our gender pay gap since 2018. This reflects our continuing efforts to provide opportunities and remove barriers.

### **What have we been doing already?**

Retaining our existing female workforce is as important as our efforts to expand through recruitment.

Research by Simply Health found that almost a quarter of women in the UK, have considered quitting due to the impact of menopause or menstrual symptoms at work. It is vital as a responsible employer that we support women in the workplace throughout their working life. . This year's focus on Women's Health normalised discussions around health concerns with managers and colleagues and in conjunction with the improvements made in recent years to our flexible working sickness and leave policies demonstrate our commitment to providing that support.

### **What is in the future?**

In the coming year we will look to expand our recruitment approach to identify new ways and channels to attract female candidates to our roles.

Bridgeway Consulting Limited



### Mean Gender Pay Gap

Our mean gender pay gap is 1.71%  
(2022: 1.74%)

### Median Gender Pay Gap

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

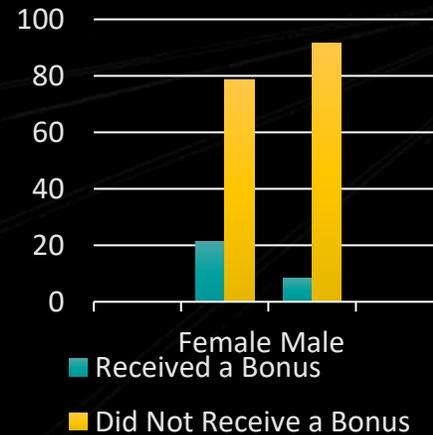
### Mean Gender Bonus Pay Gap

Our mean gender bonus pay gap is 33.85% (2022: 10.84%)

### Median Gender Bonus Pay Gap

Our median bonus gender pay gap is 25% (2022: 25%)

Percentage of employees who received a bonus pay:

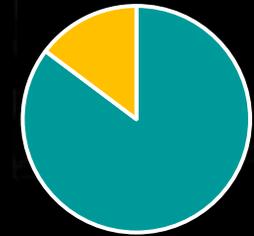


### Employees by Pay Quartile:

Upper Quartile



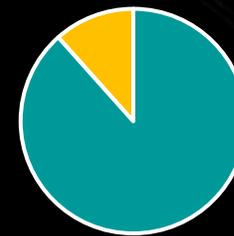
Upper Middle Quartile



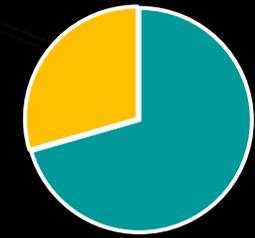
Male - 85.11% Female - 14.89%

Male - 85.26% Female - 14.74%

Lower Middle Quartile



Lower Quartile



Male - 88.42% Female - 11.58%

Male - 70.53% Female - 29.47%



# Supporting Women in the Workplace.



## Bridgeway Podcast – Season 2 – Episode 3 – Womens Health

Today Lisa is joined by Emily Grogutt and Natasha Donovan to talk Women's Health, particularly about menopaus...



Signatories of Menopause Workplace Pledge  
Since 2021



## Menopause Policy

- 1. General statement of policy**

Our aim is to be a fully inclusive organisation and help all our colleagues be at their best. Bridgeway recognise that the menopause is a very individual experience, and that people can be affected in different ways and to different degrees, therefore different levels and types of support and adjustments may be needed.

We undertake to comply with our legal obligations as set out below:

  - The Health and Safety at Work Act (1974) requires employers to ensure the health, safety, and welfare of all workers. Under the Act employers are required to do risk assessments under the Management Regulations which should include specific risks to all employed menopausal women.
  - The Equality Act (2010) prohibits discrimination against people on the grounds of certain 'protected characteristics' including sex, age, and disability. Conditions linked to the menopause may meet the definition of an 'impairment' under the Equality Act and require reasonable adjustments.
- 2. Definition and Scope**

Although this policy refers to women Bridgeway recognises that that female, trans and non-binary employees can experience the stages of menopause and the support detailed in this policy apply to all of those impacted.

  - 2.1. **Menopause is when a woman has not had a period for 12 months – the following day is classed as menopause.**
  - 2.2. **Perimenopause is the time leading up to this, which is when a woman may experience symptoms.**
  - 2.3. **Post menopause is the time beyond menopause.**
- 3. Training**

We will ensure that all line managers have received symptoms and undertaking risk assessments to put in place appropriate adjustments to support the individual.
- 4.3. Wellbeing Champions**

Wellbeing Champions have a role to play in supporting and signposting anyone negatively impacted by menopause symptoms.
- 4.4. Individual**

Employees experiencing menopause symptoms have a certain responsibility for their own health and wellbeing and should be open to having conversations with their line manager or other appropriate person. All individuals have a responsibility to create a positive and supportive working environment to anyone who may be going through the menopause.
- 5. Range of Symptoms**

Physical symptoms associated with the onset of the perimenopause can include:

  - hot flushes
  - palpitations
  - night sweats
  - insomnia and sleep disturbances
  - fatigue
  - weight gain
  - irritability
  - headaches
  - joint aches
  - dry skin and skin irritation
  - dry eyes
  - hair loss
  - Urinary problems
  - Irregular and/or heavy, painful periods, clots and flooding

Reasonable Adjustments

There may also be psychological symptoms including:

  - depression

Women's Health Podcast  
14 March 2023

Menopause Policy  
Launched 2023



# 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

