

SOUTH COAST PORT SERVICES

GENDER PAY GAP 2017 NARRATIVE



South Coast Port Services is a company which provides a flexible work force to our customers across the ports of Southampton, Portsmouth and London Essex. Calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data as of 5 April 2017. Results produced for SCPS by  RSM

Mean gender pay gap	-5.9%
Median gender pay gap	1.6%
Mean bonus gender pay gap	15.5%
Median bonus gender pay gap	36.5%
Proportion of females receiving bonuses	25.8%
Proportion of males receiving bonuses	34.2%

Bands	Female	Male
Upper	6.5%	93.5%
Upper-middle	2.6%	97.4%
Lower-middle	5.2%	94.8%
Lower	5.8%	94.2%

The Figures

At 1.6% our median gender pay gap is considerably lower than the national average of 18.4%. Our analysis suggests that this low figure, along with the mean gender pay gap of -5.9% in favour of women, could be the result of its well-structured pay scheme.

With sites across the UK, SCPS' pay structure is based on agreements across different geographical areas. The rates are agreed and published through the Unions and customer contracts. With the role defining the salary, they are irrespective of gender.

I can confirm this published information is accurate.

A handwritten signature in black ink, appearing to read "M Eardley".

Martin Eardley
South Coast Port Services

The Figures Cont.

Whilst the median bonus gender pay gap figure of 36.5% initially appears high, this can be explained through further analysis. Majority of the bonuses paid across the Company are within divisions which are predominately (98.6%) comprised of males.

The interquartile figures demonstrate a consistent number of men and women from highest to lowest paid. The overall organisation split of 95% male and 5% female is constantly represented in each pay band. Furthermore, the largest number of women (6.5%) sit within the upper quartile, indicating SCPS does not conform to the glass pyramid structure which other organisations may fall into.

At SCPS in 2017

SCPS has historically employed more males than females in the docks as the industry has been a male dominated area of work. This is a societal issue across the sector.

We have launched a campaign working together with our current female employees to actively demonstrate SCPS is a place where everyone can work regardless of gender. Three of our female transport operatives have provided testimonials;



'I would encourage more women to enter into this industry as you get to earn good money in an easy-going job and there are options to choose the work you want to carry out according to your situation.'

'SCPS has provided me with a good opportunity to work at Southampton docks. I enjoy the work and my work colleagues are friendly and helpful. Women shouldn't be put off working in the docking industry. There are a variety of jobs, the agency are supportive and the work is interesting.'



'I have been with SCPS for just under 4 years now and it has been a wonderful experience for me. Being a 'female petrol head', getting to drive some of the most amazing cars in the world. Most think its a male dominated industry but the opportunities for women that are available are many and varied. The chance to work for the 2nd biggest port in the UK and its in my home city.'

Next Steps

SCPS already have the relevant family-friendly policies in place to support men and women in the workplace, including family leave and flexible working. SCPS are committed to promoting gender equality and continue to work towards increasing the number of women who join our business. For 2018, SCPS pledge to carry out the following;

- Provide our current female employees a platform to bring ideas and suggestions of how we promote our business in a way which will encourage female applicants through listening group meetings and community networking.
- Rephrase the company recruitment branding with generic gender wording to be more inviting for everyone to apply.
- Evaluate the company website with a focus on displaying work and skill opportunities we can offer females. This will include the addition of new photographs with testimonials.

