

Gender Pay Gap Written Statement - Hill & Smith Infrastructure Limited

Assessment of Data Analysed as at Snapshot Date (5 April 2022) and submitted to the Government Equalities Office.

Hill & Smith Infrastructure Limited are fully compliant with all relevant legislation and wholly committed in our duty to report our Gender Pay Gap findings.

As outlined by the Government, the Gender Pay Gap is an analysis of the difference between the average (mean or median) earnings of men and women across a workforce. From 2017, employers who have 250 or more employees on a selected date each year must comply with regulations on gender pay gap reporting.

Gender pay gap calculations are based on employer payroll data drawn from the specific date each year. We are required to publish the results on both our own and the government website.

Hill & Smith Infrastructure Ltd encompasses several businesses with both monthly and weekly payment route models, the employees that we are reporting on are those legally employed by Hill & Smith Infrastructure Ltd. For the purposes of our reporting, for the pay gap elements, we have calculated based on employees considered as “full pay relevant employees” in the payroll period including 5 April 2022.

The data results help to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels within the business; and
- how effectively talent is being maximised and rewarded.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.

GPG disclosures

Hill & Smith Infrastructure Ltd

	2021/22				2020/21				2019/20		
Employees	Male	Female	Total		Male	Female	Total		Male	Female	Total
Relevant Employees ¹	233	40	273		164	32	196		271	41	312
Full Pay Relevant Employees	225	38	263		164	32	196		206	38	244
GPG	Male	Female	GPG	Change	Male	Female	GPG	Change	Male	Female	GPG
Mean Hourly Pay	£19.26	£15.02	22.0%	-5.8%	£19.48	£14.06	27.8%	7.9%	£20.03	£16.13	19.4%
Median Hourly Pay	£16.22	£13.94	14.0%	-3.9%	£15.91	£13.07	17.9%	-0.5%	£16.79	£13.70	18.4%
Mean Bonus Gap	£10,845	£3,727	65.3%	-5.6%	£10,070	£2,928	70.9%	-8.2%	£18,963	£4,040	78.7%
Median Bonus Gap	£5,571	£3,125	43.9%	-5.9%	£5,025	£2,525	49.8%	-14.6%	£9,582	£3,735	61.0%
% Relevant Employees receiving a bonus	Male	Female			Male	Female			Male	Female	
	37.3%	87.5%			45%	88%			13%	59%	
Pay quartiles	Male	Female			Male	Female			Male	Female	
Upper	92.3%	7.7%			94%	6%			95%	5%	
Upper Middle	90.9%	9.1%			84%	16%			85%	15%	
Lower Middle	78.8%	21.2%			78%	22%			80%	20%	
Lower	80.3%	19.7%			78%	22%			77%	23%	

Results Analysis

Hill & Smith Infrastructure Limited is a formation of leading road & security infrastructure companies specialising in vehicle restraint solutions for the road and rail industry which is very heavily male dominated. Our data therefore

returns a very low percentage of female employees (approximately 14.5 % of the workforce) which makes it harder to make direct comparisons of pay between genders.

Our male to female ratio is still overwhelmingly male however as stated in previous years' GPG reporting our data analysis showed that our overall female workforce has steadily declined year on year despite our aims to recruit more females into the business. In last year's narrative we confirmed that this was something that we aim to improve significantly in the coming years and whilst our female headcount has ultimately improved, our overall headcount has also increased as a result of internal restructuring which has meant that the workforce inherited by Hill & Smith Infrastructure comprised of mainly males bringing our overall percentage lower than was reported last year. Female Headcount increased by 6 but overall headcount increased by 67.

The mean gender pay gap is the difference in the average base pay for females compared to males employed at a single point in time. Whilst the mean hourly pay gap had increased in previous years, this year it has reduced by 5.8%. Our median pay gap has also decreased by 3.9 % in comparison to our 2020/21 data.

The mean and median bonus gaps have also seen a decrease during the reporting period by 5.6 % and 5.9 % in comparison to our 2020/21 data.

The percentage of male employees in receipt of bonus within the snapshot data is 37.3% male and 87.5% female owing to the circumstance weekly paid roles are not eligible for bonus payments, all of which are male employees.

Despite their relatively low numbers,

With 85.5% of the workforce being male, males continue to dominate the average (mean) hourly rate statistics with £19.26 per hour compared to the female average hourly rate of £15.02 (the female dominance in this sector has seen a decrease from 16.3% in 2020/21 to 14.5% in 2021/22).

The median hourly rate figures show males return a higher median rate of £16.22 compared to the median female £13.94 rate. However, with the female numbers being so low overall, the female median isn't really a statistic of any real value as a comparison.

Overall, although the percentage of female employees has remained consistently low within a largely male dominated industry, our data shows that we now have more females in positions of higher management which sees their mean (average) pay rate increase and the Female Pay Quartile Results which show an increase in the percentage of females in the upper pay quartile and a decrease in females in the upper middle, lower middle, and lower pay quartiles.

A gender pay gap does not mean that there are equal pay issues, our analysis indicates that differences stem from the distribution of women within the workforce. We therefore continue to commit to embedding an inclusive culture which is based on a foundation of equity and fairness.

Actions to help close the gap:

- Drive initiatives that will enable us to create a more diverse and inclusive workplace such as our Diversity & Inclusion Strategy, which includes employee ambassadors and progress tracking.
- We encourage career development across genders and seniority levels of the organisation through in-house and external training and development.
- We support requests for flexible working and have a good mix of full time and part time employees.
- We reward staff fairly within an incremental pay system that provides equitable progression for male and female with policies in place that support gender equality (e.g., flexible working and maternity, paternity leave and shared parental leave policies).
- Unconscious Bias Training for all employees to assist with removing bias, potentially disadvantaging underrepresented groups.
- We operate an enhanced Maternity Policy in the hope that it will become an effective tool in encouraging more women to apply to our organisation, thus making our workplace a more diverse and inclusive place.

- Introduce an enhanced Shared Parental Leave Policy to help tackle our Gender Pay Gap and encourage more female representation in senior roles. Having more support from a partner with childcare can help women pursue their careers. In addition, the more men who take ShPL, the less discrimination mothers using parenting policies will face. Enhanced ShPL also provides an opportunity to develop talent internally by 'backfilling' – employees 'stepping up' into roles at higher grades and/or develop skills.
- Our recruitment and selection procedure aims to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- We also adopt a values-based approach to candidate selection: we're interested in finding the right people for our organisation, not simply those who have sector experience.
- Interviews are structured, with the same base of questions asked of all candidates applying for the same role, answers are graded based on the criteria.
- To promote diversity, we consider methods for attracting applicants of a specific gender for roles where there is an existing gender imbalance.
- Salary range is used to allow candidates to negotiate the starting salary to meet their salary expectations.
- We constantly review our recruitment and employment policies to ensure they are non-discriminatory.

At Hill & Smith Infrastructure Limited, we aim to be a diverse and inclusive Company. The publication of our Gender Pay Gap Report strengthens our resolve to continuously improve in this area, not only by working to reduce the pay gap but also through improving the attraction, recruitment, retention, and development of our workforce.

GPR enables us as an organisation to positively demonstrate our social contribution to fairness in society, by evidencing the fair and equal pay opportunities we provide to our employees. As ESG becomes an increasing priority for our organisation, we are applying greater focus to our strategy.

Our workforce has a vested interest in promoting equality and diversity to ensure that our organisation is accessing the broadest pool of talent. Widening opportunity is the right thing to do and makes good business sense in a competitive sector such as ours.

Whilst we have seen some fluctuation with our GPG figures, we are not at all complacent and recognise the extent of work still to be done. We need to improve our gender balance at all levels in the Company and this is something that we will focus more and more on in the coming years. We recognise that this will take time to achieve but so far, we are showing progression and improvement in this area.

The number of females in the most senior positions has increased across most years and a promising gender balance of those joining our business through our Apprenticeship scheme.

Hill & Smith Infrastructure Ltd are committed to promoting equality, valuing diversity, and working inclusively, we uphold the principles in our behaviour and working practices - we are committed to providing equality of opportunity in all areas as an employer, whether in recruitment and selection, promotion or training and development. As we grow, we understand that we must have the most talented employees with diverse backgrounds, cultures, perspectives, and experiences to support our innovation and creativity.

We are determined to create a culture that is as inclusive as possible, to enable everyone to reach their full potential.

This statement confirms that the published information is accurate at the time of publishing and is signed by:



Francesca Lamb
Human Resource Director, Hill & Smith Infrastructure Limited