

Gender Pay Gap Reporting 2018

Why are we reporting and what is it?

From April 2017, the Government made it a legal requirement (under the Equality Act 2010) for all UK businesses with 250 or more employees to publish its gender pay gap on an annual basis.

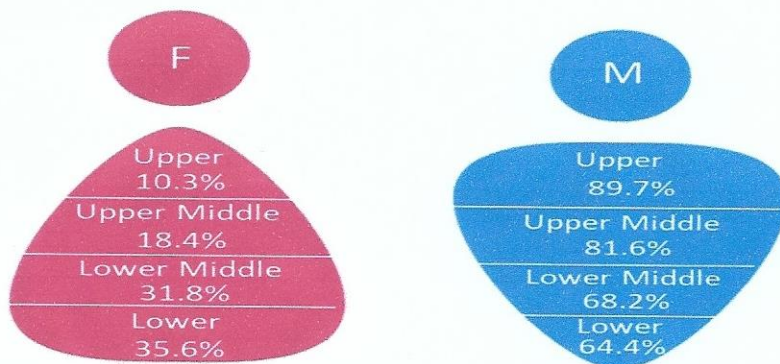
The gender pay gap is defined as the difference between men and women's average earnings over a specified period of time regardless of their role or seniority. It is different to equal pay; this is where men and women in the same employment performing the same role receive equal pay. Each year, through our pay review exercise, we assess and benchmark roles to eliminate any pay disparity.

We operate in a sector which is well known for having female under-representation. The percentage of UK females in STEM (Science, Technology, Engineering and Mathematics) roles is around 9% which is the lowest of any European country. We know that physics is the 3rd most popular A-level for males but the 19th most popular for females and of 140,000 engineering apprentices in the UK in 2017 only 450 were females.

The Government has set out key indicators which all UK businesses are required to report on a snapshot date of 5th April each year. The results for TSP Projects on 5th April 2018 are as follows :

Difference in mean pay	25.2%	Difference in mean bonus	38.8%
Difference in median pay	23.6%	Difference in median bonus	34.8%
Proportion of men/women who received bonus pay in the relevant period Note: there is a qualifying period for bonus. On the snapshot date there were more females than males who had not met the qualifying period.		Men 70.6% Females 56.0%	

Proportion of males and females in each pay quartile



Closing the Gender Gap

We pride ourselves on being true to our vision and values. We are a responsible business, we show integrity, care about our people and give them opportunity to develop and grow.

As a business we are undertaking a number of initiatives to try to close the gender gap and raise the profile of females in TSP Projects. Our core hours and flexible working policy are attractive and enable our workforce to balance work and personal commitment. This along with our family friendly policies and enhanced maternity/paternity pay help our working parents juggle the demands of family and work life.

We have increased our engagement with professional bodies which specifically support females in our sector.

We have female ambassadors who visit schools, either through our SPARK initiative or 'People Like Me', to promote and raise awareness of females in engineering. SPARK is an initiative which encourages and supports our apprentices and graduates to take on additional responsibility and to develop soft skills. Two of our female members chair committees.

Women in Business

During 2017, two of our female employees raised the issue of '9% is not enough' referring to the number of females within UK engineering roles. Whilst we employed above the average for the UK we set up a working group (mainly made up of females) with the aim of raising awareness and increasing the number of females within our business. We committed to achieving a better gender balance and to support this set a business goal at the beginning of 2018 to achieve a better gender balance across our business.

Resourcing and Talent Acquisition

We are actively taking steps to attract a more diverse workforce however our priority will always be to attract the right person for the role based on their skills, knowledge and experience.

The table below shows that over the past 5 years we have steadily increased the number of females within our business.

Years' Service	Females %	Males %
<=1	27%	73%
1 to 5	21%	79%

This trend is positive but there is more we need to do to increase the proportion of women in our business.



Craig Scott
Managing Director
March 2018