

Gender Pay Gap Written Statement – Hill & Smith Limited

Assessment of Data Analysed as at Snapshot Date (5 April 2021) and submitted to the Government Equalities Office.

Hill & Smith 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 our own website and a government website.

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.

Hill & Smith 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 Ltd. For the purposes of our reporting, for the pay gap elements, we have calculated based on employees considered as “full pay relevant employees” for the pay period in which the 5 April 2021 falls within.

Results Analysis

Hill & Smith 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 16.3% of the workforce) which makes it harder to make direct comparisons of pay between genders.

	2020/21			2019/20			2018/19			2017/18		
Employees	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Relevant Employees*	164	32	196	271	41	312	282	42	324	Not disclosed	Not disclosed	276
Full Pay Relevant Employees	164	32	196	206	38	244	271	40	311	Not disclosed	Not disclosed	Not disclosed
GPG	Male	Female	GPG	Change	GPG	Change	GPG	Change	GPG	Change	GPG	Change
Mean Hourly Pay			27.8%	7.9%	19.9%	3.0%	16.9%	-4.2%	21.1%			
Median Hourly Pay			17.9%	-0.5%	18.4%	4.0%	14.4%	-6.6%	21.0%			
Mean Bonus Gap			70.9%	-8.2%	79.1%	-0.2%	79.3%	9.0%	70.3%			
Median Bonus Gap			49.8%	-14.6%	64.4%	32.0%	32.4%	61.2%	-28.8%			
% Relevant Employees receiving a bonus	Male	Female			Male	Female	Male	Female	Male	Female	Male	Female
	45%	88%			13%	59%	23%	60%	46%	77%		

Our data analysis shows that whilst our aim is to recruit more females into the business, our overall female workforce has steadily declined year on year. This is something that we aim to improve significantly in the coming years.

Whilst the mean hourly pay gap has increased year on year, our median pay gap has decreased by 0.5% in comparison to our 2019/20 data.

The mean and median bonus gaps have also decreased by 8.2% and 14.6% in comparison to our 2019/20 data.

The percentage of employees in receipt of bonus within the snapshot data is 45% male and 88% female owing to the circumstance weekly paid roles are not eligible for bonus payments, all of which are male employees.

Actions to help close the gap:

- 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).
- 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 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.

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.

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.

We need to improve our recruitment and retention of females, and better enable all women to be successful. This can be achieved in a variety of ways, and we must tackle them in the priority of most impact. These interventions include making assessment processes for promotions as gender neutral as possible, strengthening the capabilities of people managers and designing and implementing tailored solutions for different parts of the business or roles.

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 **Alan Reed Finance Director, Hill & Smith Limited.**



Mr A.Reed