

# Amey UK Ltd Gender Pay Gap Report 2022





## CEO foreword

Closing the gender pay gap remains a critical issue for the engineering sector. Closing the gap, both within Amey and the wider industry, remains a priority for 2023.

Our mean gender pay gap has improved slightly from last year, with a higher number of women receiving bonuses and the number of women in higher paid roles also increasing from 2021.

However, I recognise that there is still more we can do to attract, develop, and retain women, especially in senior management positions. We're working hard to improve representation of women in all levels and roles in our business. Our impressive Women@Amey network continues to champion and help build a culture which is inclusive of all women.

In this spirit, The Women's Leadership Development Programme has supported and developed more than 20 women over the last year. The 18-month programme helps women reach their full potential and work towards attaining leadership roles. Three core aspects are: internal development; coaching and mentoring; externally developed bespoke skills programme.

Our Women's Festival last year reached more than 100 colleagues, face-to-face in five locations around the country, helping to build community and advocacy across the company. We've also made free period products available in every Amey office and depot.

Opening up opportunities for young women to learn more about STEM subjects is another way we're investing in changing the gender pay gap for future generations. The 2022 Amey Challenge Cup reached more than 350 school-aged girls, over 14 events, to encourage them into STEM subjects and careers. Assessing the impact on the girls' opportunity to develop eight core skills, 82% participants reported an increase in their speaking skills, 76% improved their problem-solving skills

and 70% increased their teamwork skill as a result of the events. It is essential that we continue to show girls and young women that a career in engineering is a viable option available to them.

In the coming year, to ensure we continue to make progress, we'll focus on establishing a male allyship network to help (support, speak up, call out, listen, learn, respect and recognise) build an equitable workforce. We will broaden the reach of the Leadership Development Programme to make it accessible to more women at Amey. The Challenge Cup will be even bigger, with 20 events and 500 girls involved. The Women@Amey group will also work to increase support for those who have responsibilities for child and elder care simultaneously.

I look forward to continuing our work with other employers, charities, and organisations to help support women leaders of the future.

**Andy Milner**  
CEO Amey





# Amey's Gender Pay Gap

## GENDER PAY AND EQUAL PAY

The gender pay gap is not the same as equal pay. Equal pay is the practice of paying men and women equally for performing the same or similar work or work of equal value. Nationally, one of the main factors of gender pay gaps are that men tend to hold more senior/technical positions compared to women, within some organisations.

## PROPORTION OF MEN AND WOMEN IN EACH QUARTILE OF OUR PAY STRUCTURE



- The percentage of women in each of Amey's quartiles has remained largely similar to last year however we have seen an increase in the percentage of women in the Upper Quartile
- The greatest increase of women is in the lower pay quartile which is restricting any improvement on the overall gap
- This reflects the nature of our business which employs large numbers of both cleaners and civil engineers, professions that have disproportionately high female and male representation.

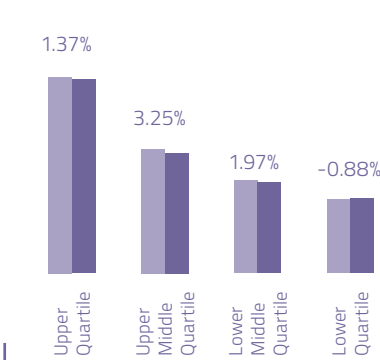
## MEDIAN PAY GAP

This is calculated by sorting all the men's hourly pay by size and selecting the middle salary, then sorting all the women's hourly pay by size and selecting the middle salary. The median Gender Pay Gap of 33.69% is the difference between these two figures. This is a small increase from 2021.

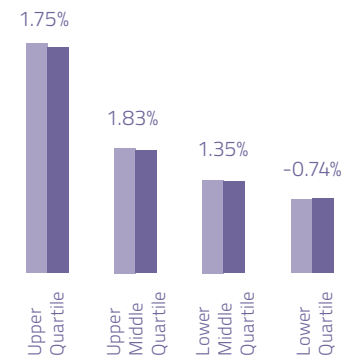
## MEAN PAY GAP

This is calculated by adding all the men's hourly pay and dividing by the number of men in the organisation, then adding all the women's hourly pay and dividing by the number of women. The mean Gender Pay Gap of 24.72% is the difference between these two numbers as a percentage. This reflects a small positive decrease since 2021.

## MEDIAN PAY GAP PER QUARTER

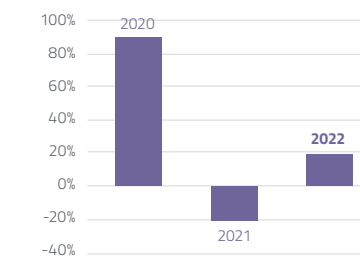


## MEAN PAY GAP PER QUARTER

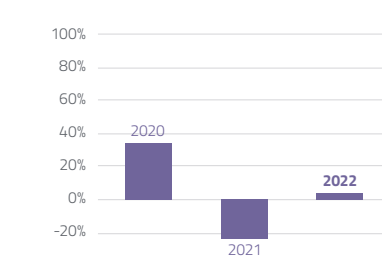


When the data is broken down into the quartiles, the gaps are much less significant indicating a clear commitment to equal pay. The lower quartile reflects that women in this quarter are on average, paid more than the men.

## MEDIAN BONUS GAP



## MEAN BONUS GAP



There has been an increase of the bonus gap in 2022, which is due to decreased female representation in senior management.

# Closing the gap

## PAY AND BENEFITS

- From 2023, our enhanced maternity pay means that women now receive an element of pay for the full 12 months of leave.
- The monthly Gender Pay Gap Dashboard for our Leadership team gives them easy access to regularly monitor the gender split in our recruitment and out-of-cycle salary increases to make sure they are equitable.
- Our HR system will now allow an out-of-cycle pay increase for 'Gender Pay' to allow managers to address any anomalies.
- Each business unit is committed to closing the gap as part of the 2023 pay review increases.
- We continue to pay the Real Living Wage to the majority of our lower quartile employees, which has a positive impact in our large proportion of women in these roles.

## ATTRACTION

- We will target candidates furthest from the labour market and will recruit several females from this section of the community, many into frontline operational roles, where some will work flexibly to accommodate childcare.
- Our 'Journey to Work' scheme provides job search skills to those furthest from the labour market and through which we have managed to appoint several women in to roles which would traditionally not be attractive to women, allowing them to work flexibly around childcare needs.
- We will build on Amey Consulting's successful work to attract 36% female candidates to apply for our Early Careers roles, against a market which is 14.5% female.

## DEVELOPMENT

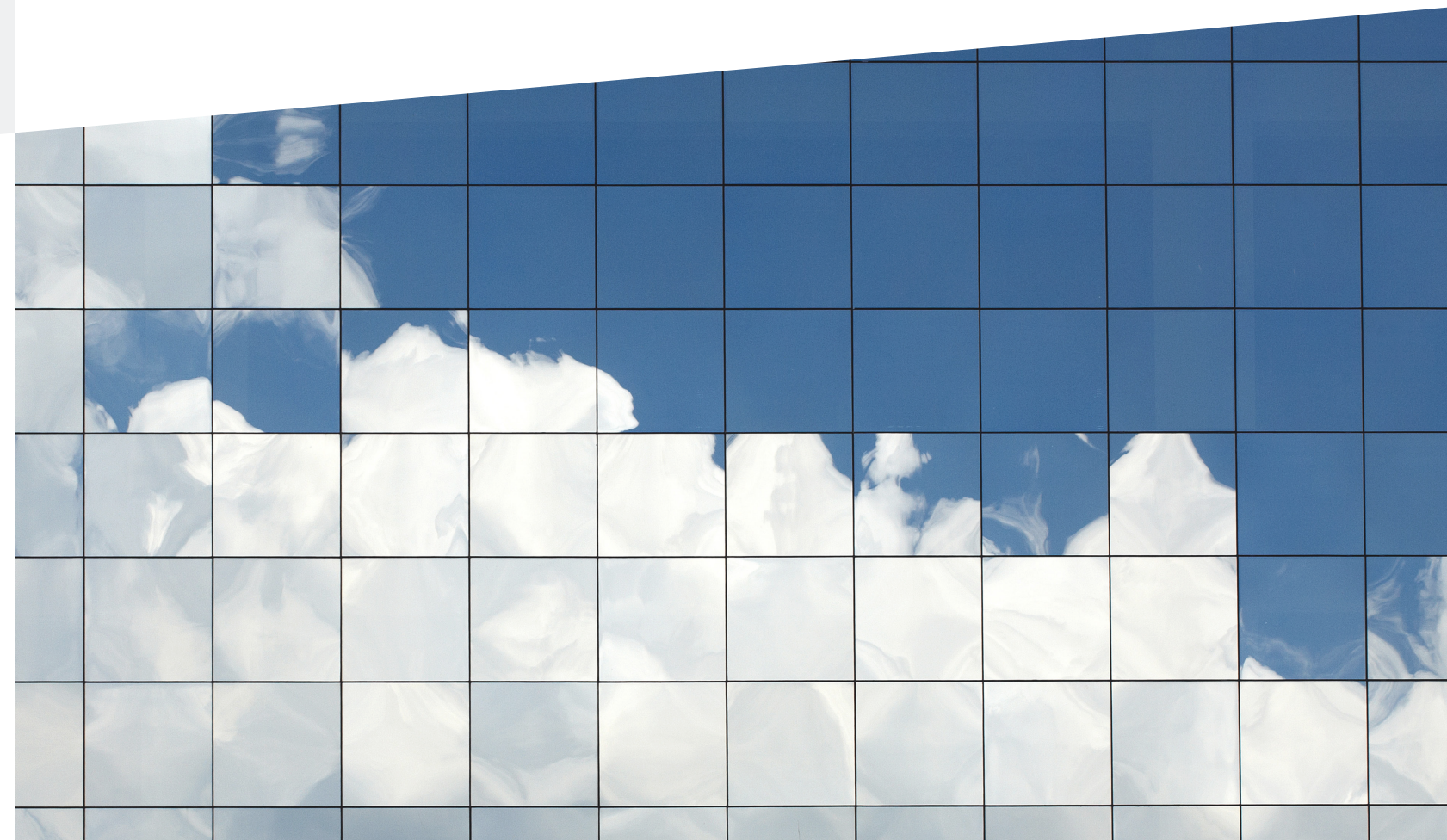
- 77% of the current Women's Leadership Development Programme cohort have achieved a lateral or promotional move in the organisation since they started the course. This year we will extend the reach and benefit of the programme.
- We will focus on increasing women's representation in our Headstart programme (the Amey version of the Kickstart scheme), working alongside DWP.
- Amey Consulting's new partnership with STEM Returners will help engineers, including women, get back into work after a career break, in fully-paid placements. This helps candidates to be re-integrated into an inclusive environment and work towards gaining full-time employment with us.
- We continue our long-standing relationship with Drake Hall women's prison in Staffordshire where we have helped several women prisoners into employment and development with us.

## WELLBEING AND SUPPORT

- Our Women@Amey affinity network continues to go from strength to strength, this year reorganising into four workstreams to support areas of particular need – including this year's theme of allyship.
- Our flexible working scheme empowers people to be able to decide work in ways that make sense for them and their commitments.
- We will continue to raise awareness of new policies and manager guidance to support women in the workplace, particularly on: IVF; miscarriage; domestic abuse; fertility treatment; and menopause.
- We will continue to provide free period products in all of our offices and depots.

## NURTURING FUTURE FEMALE TALENT

- We understand that the industry we work in is a typically male-orientated environment. We will continue to work proactively with organisations, educational bodies, government, and charities to increase the number of young women into infrastructure and engineering careers.
- We are targeting a 50% female representation on our Early Careers Programmes in 2023, to help provide access for women in STEM careers and create a more diverse workforce.
- The Amey Challenge Cup continues to inspire young women into our workplaces, to work with engineers for a day to solve real-life engineering problems.





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## Personal pride in our public service

Amey is a leading infrastructure services and engineering company.

We are at the heart of modern Britain, helping the economy to grow by designing, maintaining and transforming the nation's strategic assets.

Our 11,000 people are behind the critical services the country relies on every day and we each take personal pride in our public service.

Our unique engineering and operations experience, together with data driven insight from our consulting business, delivers better results for our clients.

We are trusted partners of Government – both national and local – managing assets and complex projects that are vital to the sustainable growth of the country.



The Prince's Responsible Business Network

**INVESTORS IN PEOPLE®**  
We invest in people Gold