

Gender Pay Gap Report 2017



From now on all businesses employing more than 250 people must publish their gender pay gap.

The gender pay gap is not the same as equal pay.

Equal pay is a law which says that people doing equal jobs should get equal pay, irrespective of their gender. Men and women in Amey who do equivalent jobs are already being paid equally.

The gender pay gap is the difference in the average pay of men and women in an organisation. It is an indicator of how well the company is doing to attract a diverse workforce and making sure everyone has the same opportunities to develop their careers.

A pay gap of zero would show that an organisation has the same number of men and women, at all levels, receiving like-for-like pay. The gender pay gap varies, depending on occupation, working pattern and age group.

- The gender pay gap is not the same as equal pay. Men and women in Amey who do equivalent jobs are already being paid equally.
- Our average (mean) gender pay gap is 24%.
- The main reason for our pay gap is that there are more men than women in technical and senior roles at Amey.
- We're actively focused on closing this gap across our business.

What is Amey doing to close the gap?



Our established **Women at Amey network** of more than **300** members, supports women to develop their careers, especially in engineering roles.



We're investing in **specialised leadership training** to support women to reach the most senior positions.



Our **200+ STEM Ambassadors** visit schools and colleges across the UK, to inspire girls and people from diverse and under-privileged backgrounds to take up a career in engineering. Our Queensferry Crossing school outreach programme has been developed in partnership with ICE (Institute of Civil Engineers).



Collaborating with youth groups like Girlguiding, with which we have created, designed and launched an Engineering badge this year. Our target is to reach **5,000** school girls before 2022.



We offer a **wide range of support** for people with families, including above standard maternity and paternity pay, childcare vouchers and opportunities to work flexibly. Our **Returner Programme** has been developed with ICE.



Working with experts including business community outreach charity BITC and the Rowntree Trust to make sure we are supporting those who are earning the least.



Training all of our **1,800 managers** in good equality practices and unconscious bias.



Reviewing our people policies annually against equality standards to ensure fairness.



Early signatory of **WISE Ten Steps** equality campaign and shortlisted for WISE Employer Award.



4% increase in female apprentices and **5% increase** in women progressing their STEM careers.

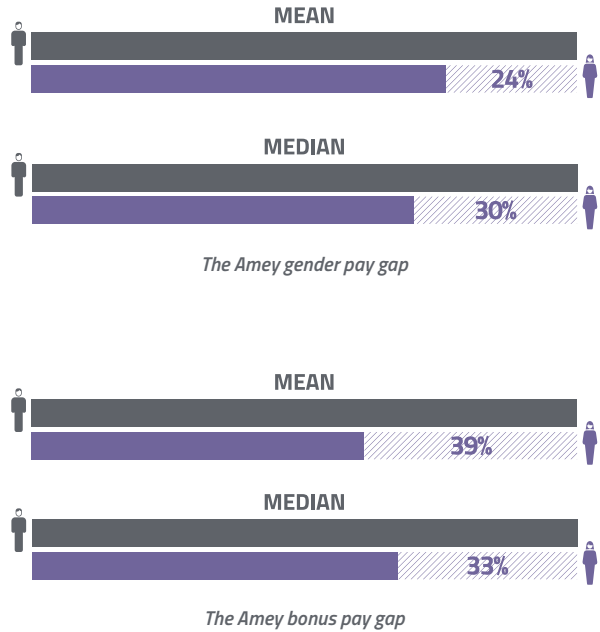
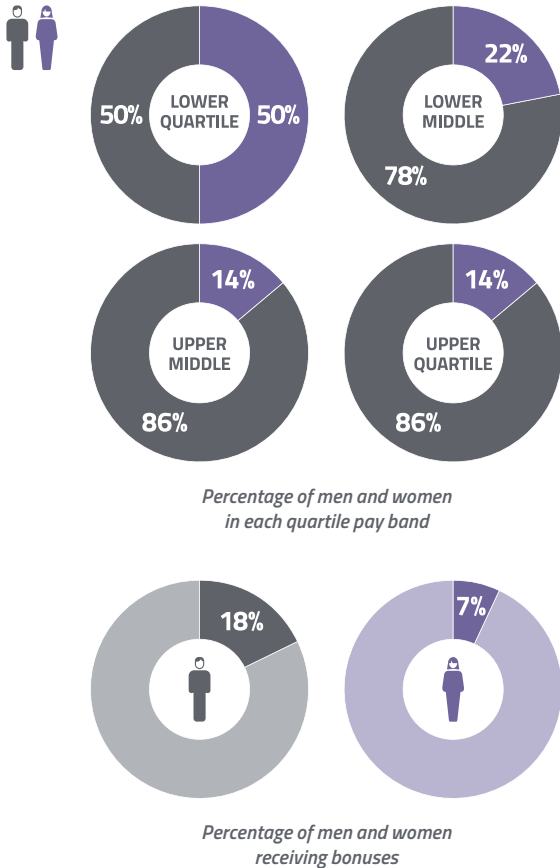
Understanding our pay gap

The main reason for our pay gap is that there are more men than women in technical and senior roles at Amey.

This is due to the diverse nature of our business. We work in the construction, engineering and technical consulting sectors as well as the facilities management sector. We know that in these sectors there is a gender divide, not just in Amey, but across the UK.

For instance, a lot of our higher paid roles are in science, technology and engineering related careers. Only 23% of these roles are currently held by women in the UK. National figures show there are more women than men in lower paid and less technical jobs. For example, 84% of cleaners in the UK are women.

We are actively focused on closing this divide across our business and our Annual Gender Pay Gap Report will enable us to track our progress.



Figures are calculated from hourly rates of pay on 5 April 2017

Statement and declaration

The gender pay gap we have at Amey is a gap driven by a sector-wide issue.

We are working hard, both internally and collaborating across our sectors to break down the barriers women face in STEM careers and accessing senior roles in the organisation.

Our gap is a problem that I - supported by my Executive Team and Amey employees - am committed to addressing as a priority.

Through continuously improving our internal training, development and equality practices and inspiring the next generation of engineers with our STEM outreach programme and by collaborating with groups like Girlguiding, we will make a change.

I confirm the information and data reported is accurate as of the snapshot date 5 April 2017.

Andy Milner,
Chief Executive Officer

