

SMT GB GENDER PAY GAP REPORT

Our purpose in SMT is to ‘Foster Communities’ We do this by building strong relationships and connections with our people, partners, clients and society. Our values of Caring, Daring and Sharing help guide policy and people decisions.



Our Diversity and Inclusion strategy is born from our organisational purpose and values, of which our Gender Pay Gap report and action plan is part of.

Since our last Gender Pay Gap Report, SMT GB has reduced in numbers from 475 to 442 employees. Our reporting includes everyone SMT GB employs in the UK.

OUR RESULTS

In 2022 our median gender pay gap was 17.02% which is an increase on 2021 by 5.12% but our mean pay gap has decreased by 3.36% to 9.54%, which is significantly lower than the National UK average of 12.28%.

	2018	2019	2020*	2021	2022	UK Average (All Employees) 2022*
Median	18.3%	14.4%	13.7%	11.9%	17.02%	11.32%
Mean	16.3%	16.4%	8.0%	12.9%	9.54%	12.28%

What is driving our gap?

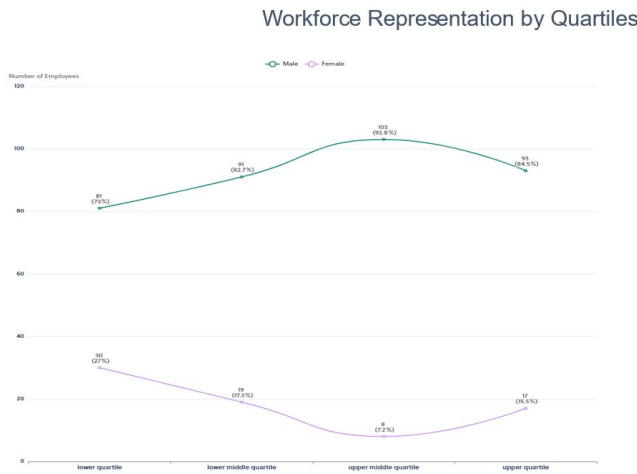
Fundamentally what continues to drive our gender pay gap is the number of female employees in our business. Our current gender split is 83% male, 17% female as a whole, with varying representation within our pay quartiles.

In 2022 we undertook a pay review for Engineer roles and grades to ensure that SMT was an industry leader for pay rates. This was deemed essential in order to attract and retain the best quality Engineers. Unfortunately, due to the lack of women in these roles, this has negatively impacted our median pay gap, particularly in the middle quartiles, where women have shifted from the upper middle to the lower middle.

The construction and engineering industry continues to struggle to attract women, however we continue to look for and follow advice from leading institutions, whose research⁺ helps guide our Gender Pay Gap Action Plan.

Pay Quartiles

Pay quartiles show the percentage of male and female employees in four equal sized groups based on their hourly pay. This gives an indication of women's representation at different levels of the organisation.



This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.

Bonus Pay Gap

When comparing mean (average) bonus pay, women's mean bonus pay is 33.15% lower than men's. This is due to having more men in senior or commission based roles

Detailed Bonus Analysis By Quartiles

Group	Mean Bonus Pay Males	Mean Bonus Pay Females	Bonus Pay Gap (mean)	Bonus Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Bonus Pay Gap
Lower quartile	739.64	655.22	11.41%	13.77%	74.51%	25.49%	-1.68%
Lower middle quartile	1267.39	1283.63	-1.28%	-0.88%	87.25%	12.75%	1.73%
Upper middle quartile	1386.28	1369.76	1.19%	1.19%	83.33%	16.67%	0.1%
Upper quartile	15974.06	14340.78	10.22%	7.87%	88.12%	11.88%	33%

More than the Gender Pay Gap

In 2022 to help with the cost of living crisis, we altered the pension scheme rules to allow employees to reduce their pension contributions whilst keeping the Employer contribution the same. We also introduced a Special Inflation payment of a fixed amount to be paid to our lowest paid employees. This is currently in place until December 2023 at which point it will be reviewed.

As a business we continue to monitor and benchmark our roles against industry peers and the general market, to not only ensure that our pay rates are aligned and competitive, but we remain a great place to work.

* Office for National Statistics 2022 Gender Pay Gap (updated provisional) Data Set [\[link\]](#)

* Examples include 'Advice for Engineers to Close the Gender Pay Gap, Institution of Civil Engineers [\[link\]](#)

