



# Severn Waste Services Ltd – Gender Pay Gap Report

## April 2024

### What is gender pay gap reporting?

From 2017 onwards, any UK organisation with more than 250 employees has to publicly report on the difference in pay for men and women.

These differences are measured through six different calculations: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who receive bonuses, and the number of men and women in different quartile pay bands.

Gender pay gap reporting shows the difference in average pay between all men and women employed by the company. It is different to equal pay, which is the difference in pay between men and women doing the same or similar jobs, or work of the same value. Severn Waste Services Ltd maintains a robust payment review process and has a framework of pay ranges to ensure there is no gender bias.

### Our statistics

All the figures are calculated based on a snapshot of our employee pay data as at 5 April 2024.

<b>Males</b>	<b>Females</b>
85.0% of our employees are male	15.0% of our employees are female
Mean gender pay gap is -4.04%. Our mean gender pay gap favours females. Median gender pay gap is +6.96%. Our median gender pay gap favours males.	
36.9% of our male employees received a bonus during this period	8.7% of our female employees received a bonus during this period
Mean bonus gender pay gap +55.03%. Our mean bonus gender pay gap favours males. Median bonus gender pay gap +40.57%. Our median bonus gender pay gap favours males.	
<b>Proportion of males in each quartile band</b> Lower quartile 84.2% Lower middle quartile 90.9% Upper middle quartile 86.8% Upper quartile 77.9%	<b>Proportion of females in each quartile band</b> Lower quartile 15.8% Lower middle quartile 9.1% Upper middle quartile 13.2% Upper quartile 22.1%

## Our statistics explained

Overall Severn Waste Services has a majority of male employees, which is typical within the waste management sector: the majority of job applicants are male. We remain committed to being an equal opportunities employer.

### Mean and median gender pay gap

This calculation shows the difference between the average hourly pay received by male and female employees at Severn Waste Services Ltd, as at the snapshot date of 5 April 2024. The mean gender pay gap is a simple average of all the hourly rates, whereas the median removes any bias caused by very low or very high pay.

Our figures show that the mean average pay is 4.04% lower for males compared to females, and the median average pay is 6.96% lower for females compared to males. This is because a greater proportion of our female staff are employed in managerial, technical or non-manual roles within the business, and those roles are typically paid at higher rates than manual roles. All recruitment and career development opportunities are conducted in a fair and equitable manner. Any change in the proportion of males and females in different types of roles will evolve naturally over time, and there has been a small increase in the percentage of female employees in this reporting year.

### Bonus gender pay gap

The gender bonus pay gap shows the difference between the average bonus received by men and women across Severn Waste Services in the year up to the snapshot date of 5 April 2024. There were three bonus schemes in operation during this time and each scheme had one payment date during the year. Additionally rewards for long service were paid throughout the year.

During this period 36.9% of males received a bonus, and 8.7% of females of received a bonus. The mean bonus pay is 55.03% higher for males than for females, and the median bonus pay is 40.57% higher for males than for females.

Our bonus schemes are linked to specific roles, and are reviewed annually. We ensure that they are fair and equitable, regardless of gender.

### Pay Quartiles

These figures show how the average rates of pay for males and females is distributed across pay quartiles. It is calculated by splitting the whole workforce into four equal sized groups, based on hourly pay, from the lowest rates to the highest. The percentage of males and females in each of these four bands is then calculated.

Overall, 85.0% of Severn Waste Services' employees were male, and this is broadly reflected across the four different bands. The upper quartile reflects the higher number of women employed in managerial and technical roles.

## Declaration

We confirm that Severn Waste Services Limited's gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Fraser McKenzie**  
Director, Severn Waste Services Ltd