



Severn Waste Services Ltd – Gender Pay Gap Report April 2020

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 2019.

Males	Females
90.2% of our employees are male	9.8% of our employees are female
Mean gender pay gap is -8.54% Median gender pay gap is +6.18%	Our mean gender pay gap favours females Our median gender pay gap favours males
31.3% of our male employees received a bonus during this period Mean bonus gender pay gap -68.37% Median bonus gender pay gap +44.82%	12.9% of our female employees received a bonus during this period Our mean bonus gender pay gap favours females Our median bonus gender pay gap favours males
Proportion of males in each quartile band Lower quartile 87.3% Lower middle quartile 91.0% Upper middle quartile 96.2% Upper quartile 86.1%	Proportion of females in each quartile band Lower quartile 12.7% Lower middle quartile 9.0% Upper middle quartile 3.8% Upper quartile 13.9%

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.

Our statistics explained

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 2020. 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 8.54% lower for males compared to females, and the median average pay is 6.18% 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.

Bonus gender pay gap

The gender bonus 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 2020. There were three bonus schemes in operation during this time, and each scheme had one payment date during the year.

During this period 31.3% of males received a bonus, and 12.9% of females of received a bonus. The mean bonus pay is 68.37% higher for females than for males, and the median bonus pay is 44.82% 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.

	Proportion of Males	Proportion of Females
Lower quartile	87.3%	12.7%
Lower middle quartile	91.0%	9.0%
Upper middle quartile	96.2%	3.8%
Upper quartile	86.1%	13.9%

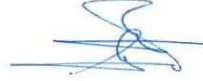
Overall, 90.2% of Severn Waste Services' employees were male, and this is broadly reflected across the four different bands. The upper quartile reflects the higher number of women employed in managerial and technical roles.

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.

A large, complex handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the left.

Agustín Serrano
Director, Severn Waste Services Ltd

A smaller, more compact handwritten signature in blue ink, featuring a stylized 'J' and 'P' with a horizontal line underneath.

Javier Peiro
Director, Severn Waste Services Ltd