

# SOUTH COAST PORT SERVICES GENDER PAY GAP 2024 NARRATIVE



South Coast port Services is a company which provides a flexible work force to our customers across the ports of Southampton and London Essex. Calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data as of 5 April 2024, results produced by SCPS Ltd.

Mean gender pay gap	10.8%
Median gender pay gap	13.5%
Mean gender bonus gap	-9.62%
Median gender bonus gap	8.85%
Proportion of females receiving bonuses	11.11%
Proportion of males receiving bonuses	36.99%

Bands	Female	Male
Upper	2.67%	97.33%
Upper-middle	5.85%	94.15%
Lower-middle	4.81%	95.19%
Lower	15.43%	84.57%

## The Figures

South Coast Port Services (SCPS) pay gap has improved on the median, moving approximately 3.81% closer to pay parity between men and women compared to last year's median gender pay gap figure. The mean gender pay gap figure has also improved by approximately 12.5% in comparison to last year. SCPS's bonus gap has shrunk.

SCPS's pay structure remains based on agreements across different geographical areas and so we remain satisfied we do not have an equal pay issue. All the rates of pay for all roles are clear and transparent and are agreed and published through the Unions and customer contracts with the role defining the salary, they are irrespective of gender.

I can confirm this published information is accurate.

A handwritten signature in black ink that reads "Martin Eardley".

Martin Eardley, Director, South Coast Port Services Ltd

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SCPS has traditionally employed more males than females in the docks as the industry has been a male dominated area of work.

We continue to try and change the societal issue across the port sector due to the nature of the work and actively work to demonstrate the work is inclusive for all.

SCPS are proud to use our company website to demonstrate the story of our workforce in equal measures for male and female in both opportunity and ability to carry out all the different types of work we have to offer.

Two of our team have provided a testimonial to express their stories.

The company are committed to continuously increasing our female headcount across all divisions of the company and actively work to bring more females onboard when recruiting.

SCPS is a place where everyone can work regardless of gender and our pay is role and skill based and equally transparent for all employees regardless of gender.

Year on year we continue to make small improvements in our female workforce and 2025 is a year of great potential with recruitment campaigns across our London Gateway and Southampton Divisions, seeing an additional 150 to 200 new employees joining the company. The aim of the company for this year is to welcome more females to the company as a part of these recruitment campaigns and to continue showing year on year development and growth.

*Raquel Lima:*

*Working at South Coast Port Services as a woman has been a positive and rewarding experience. Although it is a male dominated field, I have never felt underestimated due to my gender. Instead, I have felt included and respected by my colleagues which have always taken my views into consideration. This positive environment has allowed me to learn new skills and build my confidence, making every day at work exciting and fulfilling.*



*Amy Clarke:*

*I have been working for SCPS for a few months now and I feel it is a great place to work. I have felt very welcomed and respected by all my male colleagues since joining. I am grateful for the positive environment the company provides, it enables me to enjoy my work and give my best. There are great career and progression opportunities for both men and women.*