

SOUTH COAST PORT SERVICES GENDER PAY GAP 2025 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 2025, results produced by SCPS Ltd.

Mean gender pay gap	0%
Median gender pay gap	1.3%
Mean gender bonus gap	33%
Median gender bonus gap	48.17%
Proportion of females receiving bonuses	21.11%
Proportion of males receiving bonuses	50.35%

Bands	Female	Male
Upper	7.2%	92.8%
Upper-Middle	4.2%	95.8%
Lower-Middle	10.8%	89.2%
Lower	92.2%	7.8%

The Figures

From 2024 to 2025, the Mean Gender Pay Gap improved by 10.8%, and the Median Pay Gap reduced by 12.2%. Bonus participation increased for both genders, with 10% more women and 13.36% more men receiving a bonus compared to 2024. In terms of pay quartiles, women’s representation increased in the Upper and Lower-Middle bands, while men’s representation grew in the Upper-Middle and Lower bands. Overall, this reflects positive progress in pay gap reduction. All rates of pay remain clear and transparent

Upper: Women’s share rose by +4.53p (and men’s fell by the same). This is the single biggest driver: moving more women into the top quartile mechanically lifts women’s average and median pay, shrinking both the mean and median gaps.

We remain satisfied that we do not have an equal pay issue.

I can confirm this published information is accurate.



Martin Eardley, Director, South Coast Port Services Ltd

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SCPS are committed to creating a workplace where everyone can grow, lead, and feel valued. Tackling the gender pay gap is an important part of that journey. While a gap still exists, it reflects representation patterns of male headcount versus female headcount — not unequal pay for equal work and we are opening more doors for women to advance and thrive. This progress is more than a statistic — it's a reflection of our values and our belief in every person's potential. Together, we're not just closing a gap. Two of our newest team members have provided a testimonial to express their journey so far:

SCPS is continuing to make year-on-year improvements in gender representation and pay equality. Although bonus gaps remain, the organisation demonstrates commitment to attracting more women, ensuring transparency in pay, and fostering an inclusive workplace across all divisions.

The 2025 results show meaningful progress and strong potential for further improvement as recruitment expands.

Pay structures are transparent and role-based, with no evidence of an equal pay concern. Pay rates are determined by union agreements, skills, and job role—not gender.

Maxine Halford:

I have been working for SCPS for 4 months now, as a woman in a male dominated industry I do feel part of the team and have enjoyed every minute of the job. Everyone gets on well together and I don't ever feel outnumbered regardless of gender. There is mutual respect between all staff and a positive work environment. In the short time of being here I have already seen that everyone has the opportunity of career progression, and for me personally the work is so rewarding.



Emilia Moleva:

Since starting at South Coast Port Services in November, I've been settling in well and adjusting to the environment. Although the workplace is predominately male, I haven't noticed any difference in how I'm treated or included. Everyone has been welcoming and supportive, which has helped me feel comfortable and confident in my position. Overall, my experience so far has been very positive, and I look forward to continuing to develop within the organisation.