


# SOUTH COAST PORT SERVICES

## GENDER PAY GAP 2023 NARRATIVE



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PORT SERVICES

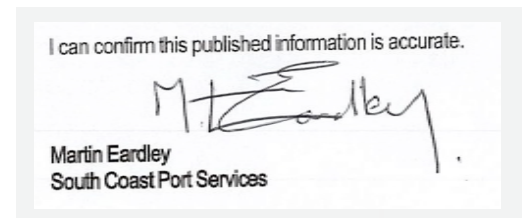
South Coast Port Services is a company which provides a flexible work force to our customers across the ports of Southampton, Portsmouth and London Essex. Calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data as of 5 April 2023. Results produced for SCPS by  RSM

Mean gender pay gap	<b>23.31%</b>	<b>Bands</b>	<b>Female</b>	<b>Male</b>
Median gender pay gap	<b>17.31%</b>	Upper	<b>0.94%</b>	<b>99.06%</b>
Mean gender bonus gap	<b>37.28%</b>	Upper-middle	<b>2.36%</b>	<b>97.64%</b>
Median gender bonus gap	<b>24.65%</b>	Lower-middle	<b>8.92%</b>	<b>91.08%</b>
Proportion of females receiving bonuses	<b>17.33%</b>	Lower	<b>12.68%</b>	<b>87.32%</b>
Proportion of males receiving bonuses	<b>41.31%</b>			

### The Figures

South Coast Port Services (SCPS) pay gap has improved on the median, moving approximately 4.8% 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 slightly widened this year in comparison to last year. SCPS's bonus gap has widened this year compared to last year.

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 type defining the salary, they are irrespective of gender.



SCPS has historically employed more males than females in the docks as the industry has been a male dominated area of work. This is still a societal issue across the sector and this challenge is sure to continue for years to come due to the nature of our work. We continue to actively try to bring new female employees on board when recruiting. SCPS are committed to ensuring transparency of pay and role types defining the salary regardless of gender.

We continue to actively demonstrate SCPS is a place where everyone can work regardless of gender by working with our current female employees. 3 of our team have provided a testimonials to express their stories.

The ambitions set out in our last Gender Pay Gap report has been achieved with growth opportunities across all divisions, and it's a positive reflection on the progress that we are continuing to make.

The new internal Finance / Payroll Department is now 12 months on, it's up and running, servicing the whole of the company and we are moving closer to achieving an equal gender headcount of colleagues across the scope of office-based employees

The new company website is approaching its first year live – we wanted to give more insight to the different types of job roles available for everyone, promoting the opportunities for equal genders, and this has been showcased in some fabulous pictures of equal gender employees working together which we are proud to be demonstrating through the website.

For this year ahead we aim to keep progressing with further growth opportunities and improving the simplicity in the online application process to help drive the recruitment and onboarding of new colleagues across all areas of the business.

Our London Gateway Division are continuing their journey of expansion with a further 150 new colleagues to be added to the team over next 2 years. Our Southampton container Division maintains a total of 240 employees with multiple skills, enabling our customer to continue to improve the high level of customer service.

Our Port Skills Division are recruiting an additional 160 seasonal employees ready for a full and extensive cruise season to service the additional volumes of passenger ships coming into the Port of Southampton for this year. We are continuing to see an increase in our female colleagues taking up various positions, with a particular uptake in machinery operatives, this is both encouraging and supportive in the company aim to improve the gender equality in various skills we have to offer.

*Rebecca Ede:*

*'I have been with SCPS for almost 1 year now. During this time, I have found my male co-workers to be respectful. It has been a nice working environment for me so far. I also experienced the same level of respect when working down at Berth 46 on baggage handling. In fact, many of them were very helpful on the day as I was nervous but was quickly put at ease*

*Chelsea Bates*

*'I have worked at SCPS, part time for the past 6 years. Working in a male-dominated workplace has undoubtedly contributed to building a strong sense of resilience and confidence. This environment has taught me to advocate for myself and my ideas, boosting my confidence and helping me to establish a respected presence within the organisation. Being present and excelling in a male-dominated workplace, I contribute to break down stereotypes and barriers for other women and underrepresented groups. Reflecting on the past six years, it's clear that while the journey may have had its ups and downs, the overall experience has been profoundly positive. It has shaped me into a more skilled, confident, and resilient professional, ready to take on whatever challenges and opportunities the future holds.*

*Justyna Stronska:*

*'After a year at SCPS I am confident to say my outlook hasn't changed (from my views last year). Even though majority of the employees are male, the environment seems very well balanced and there is a lot of respect to one another.'*