

SOUTH COAST PORT SERVICES

GENDER PAY GAP 2021 NARRATIVE



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 2021.

Results produced for SCPS by  RSM

Mean gender pay gap **28.20%**

Median gender pay gap **24.32%**

Mean bonus gender pay gap **35.39%**

Median bonus gender pay gap **29.24%**

Proportion of females receiving bonuses **37.04%**

Proportion of males receiving bonuses **62.41%**

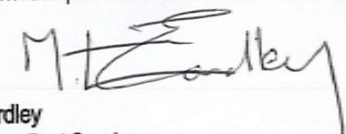
Bands	Female	Male
Upper	0.76%	99.24%
Upper-middle	1.53%	98.47%
Lower-middle	9.16%	90.84%
Lower	7.58%	92.42%

The Figures

South Coast Port Services (SCPS) pay gap has improved a lot this year. Moving approximately 6% towards greater pay parity between men and women (on the median gender pay gap). SCPS's bonus gap has also improved by over 10% (on the mean and the median gender pay gap). We attribute this to slightly more females in some areas of our business this year and overall more women comparatively receiving bonuses than last year. This is a result of an increased overall headcount in the business which includes women.

SCPS' 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.

I can confirm this published information is accurate.



Martin Eardley
South Coast Port Services

At SCPS in 2021

SCPS has historically employed more males than females in the docks as the industry has been a male dominated area of work. This is a societal issue across the sector.

We have launched a campaign working together with our current female employees to actively demonstrate SCPS is a place where everyone can work regardless of gender. Three of our female transport operatives have provided testimonials;



'I would encourage more women to enter into this industry as you get to earn good money in an easy-going job and there are options to choose the work you want to carry out according to your situation.'

'SCPS has provided me with a good opportunity to work at Southampton docks. I enjoy the work and my work colleagues are friendly and helpful. Women shouldn't be put off working in the docking industry. There are a variety of jobs, the agency are supportive and the work is interesting.'



'I have been with SCPS for just under 4 years now and it has been a wonderful experience for me. Being a 'female petrol head', getting to drive some of the most amazing cars in the world. Most think its a male dominated industry but the opportunities for women that are available are many and varied. The chance to work for the 2nd biggest port in the UK and its in my home city.'

Next Steps 2022 and beyond

SCPS already have the relevant family-friendly policies in place to support men and women in the workplace, including family leave and flexible working. SCPS are committed to promoting gender equality and continue to work towards increasing the number of women who join our business. For 2021, SCPS pledge to carry out the following;

- We will continue to encourage more female employees to apply for jobs with SCPS by engaging with our female operatives to showcase SCPS is an inclusive employer where jobs exist for everyone regardless of gender.
- We are trialing several new working models such as part time and fewer days per week to enable those with other commitments who do not want to work full time to apply for roles at SCPS.
- The company open day events were suspended during COVID but we are looking forward to hosting such events again and demonstrating SCPS as an inclusive and progressive place to work regardless of gender. These events are run and represented by women to encourage women to apply.

