

Certas Energy

2018 Gender Pay Gap Report



Always Certas

Context

From April 2017, all UK organisations that employ in excess of 250 employees are required by law to report annually on their Gender Pay Gap. The Gender Pay Gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

We fully support this initiative and have continued to focus our efforts over the last 12 months on improving the gender balance and empowering all colleagues to achieve their full potential.

It is our desire to be an Employer of Choice and attract and retain the best talent from diverse talent pools.

Findings

Our overall gender pay gap of 20% remains in favour of men, however we can evidence a moderate improvement of 2% in the mean and median hourly gender pay gap.

The mean gender bonus gap has decreased from 23% to 13%. The median bonus gap continues to be in favour of women and is impacted by the various type and level of roles held by women.

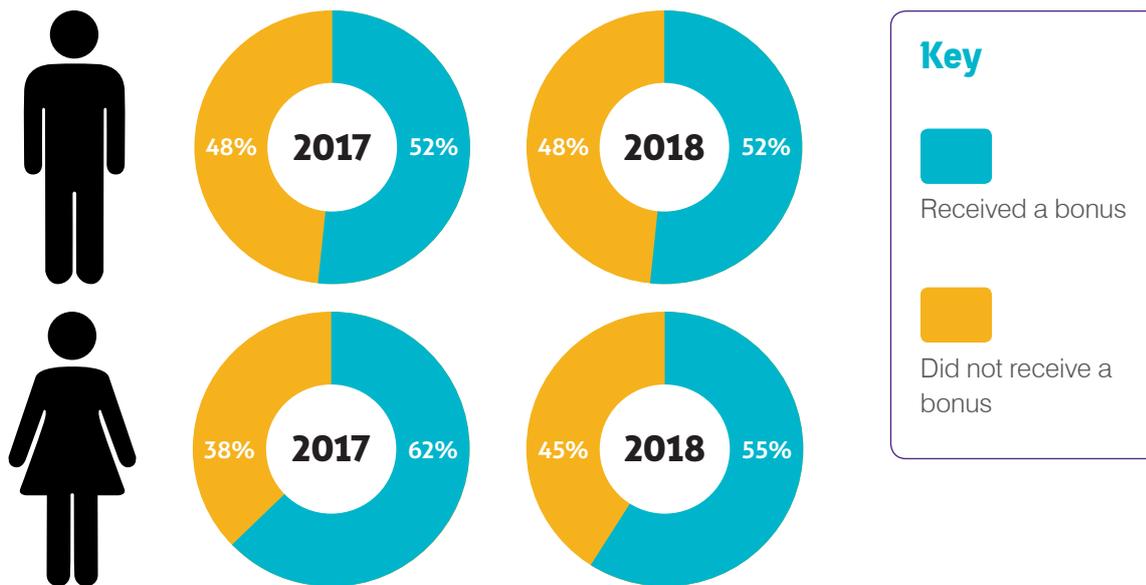
This is counter balanced by the high number of roles at an operational level occupied by men. The increase can be attributed somewhat to the number of women appointed or promoted into senior roles particularly over the last 12 months since the last report.

	Mean		Median	
	2017	2018	2017	2018
Gender pay gap (hourly fixed pay)	22%	20%	24%	22%
Gender bonus gap	23%	13%	-38%	-50%

The data indicates that although the number of women receiving bonuses has decreased, the average bonus received by women increased by 25% vs a 12% increase for men. In the top quartile, the % of women that received a bonus increased to 20% vs 16% from last year.

We continue to have more men in senior higher paid roles. Bonus payments continue to be based on achievement of key performance metrics and objectives and we are confident that men and women in the scheme are treated equally where their roles are at similar levels.

Proportion of colleagues that received a bonus



The results are characteristic of the industry that we operate in i.e. Oil, Gas and Logistics, which is predominantly male dominated particularly in roles such as Drivers, which makes up circa 40% of our workforce. These sectors also typically struggle to attract women.

Pay quartiles

DETAILS	TYPICAL ROLES	MALE		FEMALE	
		2017	2018	2017	2018
Band A (lowest)	Admin, Telesales and Retail	39%	37%	61%	63%
Band B	Drivers, Sales	79%	75%	21%	25%
Band C	Drivers, Support functions and 1st line Supervisor / Manager	92%	91%	8%	9%
Band D (highest)	Support / Management	83%	81%	17%	19%

The above table illustrates the gender distribution at Certas Energy across four equally sized quartiles ranked from lowest hourly rate to the highest hourly rate.

Each quartile represents 1/4th of the total workforce and their “mean” actual pay as it stood in April 2018. Taking band “C” as an example; this represents the second highest paid quarter which consisted of 91% male and 9% female colleagues showing a moderate improvement of 1% in the pay gap versus prior year.

So what have we done...

We recognise that there is still some work to be done in addressing the variance in pay between men and women and we are committed to ensuring that our people practices continue to focus on how best to remedy this gap.

Over the last 12 months, we have made a concerted effort to attract and retain more women in the workplace.

We have positively encouraged Flexible Working opportunities in our recruitment and selection activity and partnered with providers that cater specifically for the parent population. We have also invested in exploring diverse talent pools through our Apprenticeship programmes.

Women comprise 38% of the cohort on our Management Apprenticeship programme and 33% of our Leadership Development cohort.

A number of women have also been appointed or promoted to senior roles and we are committed to continuing with this trend.

The reward principles that we have developed over the last few years are designed to control potential biases and to ensure equitable pay and reward regardless of gender. We continue with a meritocratic based reward philosophy based

How will we continue addressing the gap?

It is apparent that more work is needed to bridge the gap in pay between men and women. We are also aware that this requires a long term investment of time, commitment and resources. The difficult demographic of the industry that we operate in and the challenges around attracting and retaining women particularly in management roles must be acknowledged.

We value the benefits of having a diverse workforce and our strategy continues to focus on embedding a High Performance culture.

We are committed to achieving a better gender balance at the middle/first line leader level and providing and promoting more opportunities for women in the workplace. We will continue to work with our partners to ensure that we are targeting women particularly in specialist and senior roles and in areas of under representation such as Drivers and Heating Services.

We also commit to women having proportionate representation in our Talent and Development programmes and will recommend the use of a 'Balanced Shortlist' for recruitment in roles above a certain grade to encourage more diversity of experience.

We will continue to promote our Flexible Working policies and encourage our leaders and workforce to consider non-traditional working arrangements.

We will continue to champion meritocratic reward and pay principles that have been developed over the last few years and are designed to ensure equitable pay and reward regardless of gender. We have also developed a standard approach to job sizing using the Hay methodology which provides us with a framework of reference for pay and reward.

We will continue to undertake regular analysis and monitoring to understand the impact of these initiatives.