



Springfields Fuels Ltd Gender Pay Gap Report 2017

Springfields Fuels Limited is a Westinghouse owned Company and is fully committed to ensuring equality, diversity and inclusion in the workplace. The Company ensures compliance with its obligations under the Equality Act 2010 and the Company's values strongly promote the principles of the Act. The Company endeavours to ensure that no individual or group receives less favourable treatment or is disadvantaged by requirements or conditions, which cannot be shown to be justifiable. We value the benefits that a diverse workforce can bring in relation to individual views, outlook and approach to the organisation and recognise that this often leads to a creative and dynamic workforce. The Company continues to build a culture that values openness, fairness and transparency and strongly supports the Gender Pay Reporting Process. This will assist the Company to understand identified issues and take appropriate actions with regards to any potential difference between men and women's average pay and benefits/terms and conditions of employment.

Brian Nixon
Managing Director
UK Fuels Operations
Springfields Fuels Ltd

Springfields Fuels Limited – Gender Pay Report Findings

As an employer of over 250 employees, Springfields Fuels Limited is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Following an analysis of Springfields Fuels Limited, the data below is based on the findings of the Gender Pay Gap data extracted from the Human Resources system on 5th April 2017 and calculated in line with Gender Pay regulations:-

Pay Information

- The Women's mean hourly pay difference is 3% lower than men's
- The Women's median hourly pay difference is 11% lower than men's

Bonus Information

The Springfields Fuels Limited bonus scheme consists of two elements. A profit bonus scheme of which every employee is entitled to a payment, and a personal performance bonus scheme which only certain employees within a specific grade (ranging from middle to senior management) of the organisation are eligible to participate within.

The Gender Pay Gap reporting is based on combined figures from the two bonus schemes, the Profit Bonus and Personal Performance/Objective bonus Schemes, which illustrate that:

- Women's mean gender bonus pay is 2% higher than men's
- Women's median gender bonus pay difference is 0% lower than men.
- 98% of women and 99% of men received a bonus payment during the reporting year

Gender Split-Pay Quartiles

	Comment
Top Quartile pay (highest paid)	17% of the top quartile are women
Upper Middle Quartile pay	7% of the upper middle quartile are women
Lower Middle Quartile pay	8% of the lower middle quartile are women
Lower Quartile pay	12% of the lower quartile are women

Commentary and Context

Bonus

In respect of the bonus schemes in operation at the site, the assessment illustrates that there is no gender pay gap when comparing men and women's mean average rate. However, when comparing the average rate, women's bonus payment is 2% higher than men.

There are two bonus schemes in operation at the Springfields site:

- The profit bonus scheme is an equal payment made to all eligible Springfields Fuels employees.
- A performance bonus is paid to eligible middle and senior management only. 16.67% of women and 9.42% of men are eligible to a performance related bonus payment. The data shows a higher ratio of the female population achieve senior appointments when compared to the male ratio, which may have influenced a higher average bonus for females.
- The payment of the performance related bonus is based on individual's performance against set objectives. Eligible employee's performance is rated against set criteria and the payment is then made aligned to the rating. Assessment of performance is calibrated by Senior Management to ensure equity and fairness of the group. However, as this payment is driven by personal performance, it may change year on year.

Pay Quartiles

The pay quartile data illustrates that a higher number of women tend to carry out roles within the Top and Lower Quartile Pay Ranges. However when compared to men in the organisation it is evident that women remain under-represented across all four quartiles.

Springfields Fuels is a manufacturing facility employing circa 900 employees predominately in technical positions within operations/engineering. Historically, men have tended to be more attracted to these roles and women have tended to fulfil roles in functional/administrative areas.

Since the 1990s the Springfields' workforce has reduced in size from circa 4000 employees with external recruitment limited to specialist skills, apprentices and graduates.

Recruitment campaigns for all job roles are advertised under the Equal Opportunities banner to highlight transparency and opportunity for candidates. In addition, we actively promote a diverse workforce through representation and attendance of diverse groups at open evenings, school events, graduate and apprentice selection processes. However, the operation and engineering positions on offer have tended to attract more male candidates than females; these roles typically attract a premium for shift working and allowances related to the area of work in which they are employed.

It is therefore believed that the gender pay gap highlighted in the assessment does not stem from paying men and women differently for the same or equivalent work, rather its gender pay gap is the result of the roles in which men and women choose to carry out within the organisation and the salaries and allowances that these roles attract.

What we are doing next to address the gender gap?

Springfields Fuels Limited:

- Has currently undertaken a programme of relaunching the Equality Policy and rebranding it “Equality, Diversity and Inclusion.” The policy is currently being rolled out to all employees and line managers within the organisation. The aim of this policy is to ensure that all employees and line managers are aware of their roles and responsibilities to support an increase in gender diversity across all roles.
- Has previously represented groups such as ‘Women in Nuclear’ and following a change in resources will re-consider re-engagement in such/similar activities.
- Will continue to support requests for adjustments in working patterns for both males and females, such as flexible working, part time working and job share, to attract diverse groups
- Review our current recruitment campaigns to ensure appropriate methods are used to attract diverse groups with the intention to reduce any gender pay gap where possible in future years

I can confirm that the information published above is correct.

Brian Nixon, Managing Director, UK Fuel Operations