



## NY Highways Gender Pay Gap Report (April 2023 pay data)

### Background

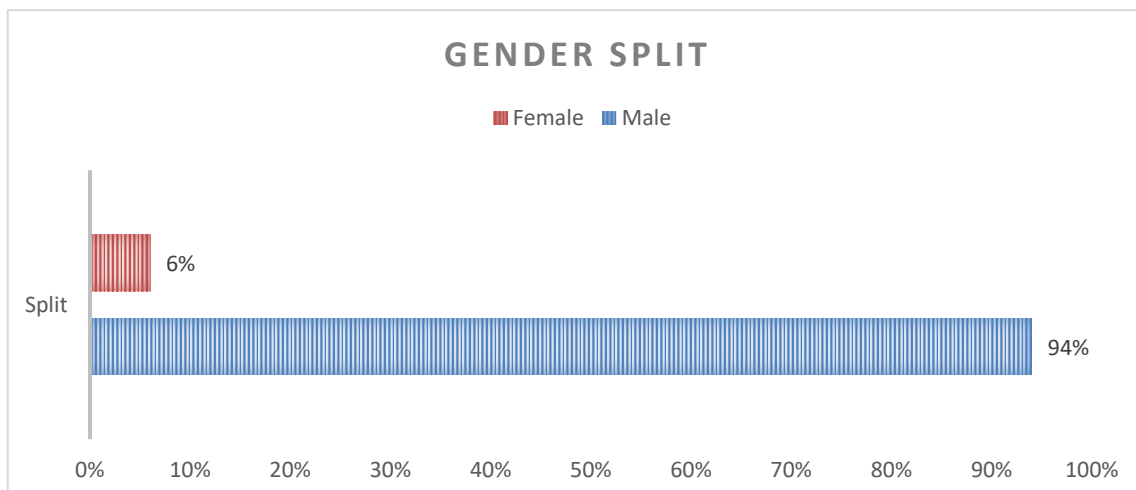
The Government requires public, private and voluntary sector organisations with 250 or more employees to report on their gender pay gap (the difference between the average hourly wage of all men and all women in our workforce). Publishing this data is an annual requirement under the Equality Act 2010 (Specific Duties and Public Authorities). The data must relate to a specific date each year (the 'snapshot date' 5 April) and must be reported and published within a year of the snapshot date but no later than the 4 April.

NY Highways Ltd directly employs over 250 people and consequently are required to publish data on the Gender Pay Gap. NY Highways are a highways maintenance company bringing innovative solutions to the roads of North Yorkshire and beyond. With the responsibility of a network of roads that stretch for almost 5800 miles. The company was launched by North Yorkshire County Council in June 2021. NY Highways however operates separately as a private commercial business to provide highways services to both public and private sectors across the region.

This is the first time the headcount for NY Highways exceeded 250 employees in the relevant period. Consequently, this is the first time there has been a requirement to report the Gender Pay Gap data. Therefore, there is no comparison data available at this moment in time for NY Highways.

At the snapshot date, NY Highways directly employed a total of 282 employees and had a predominantly male workforce with a 94% male, 6% female split (266 men and 16 women).

The workforce profile for NY Highways as at 5 April 2023 is shown below:



## Equal Pay and the Gender Pay Gap

The Gender Pay Gap and Equal Pay both deal with pay disparity at work, but they are not the same.

**Equal pay** means that men and women performing equal work, or work of equal value, must receive equal pay. It applies to salary and all contractual terms and conditions of employment.

The **gender pay gap** measures the difference between men and women's average earnings in an organisation. It does not take into account people's roles or seniority. An employer with an effective equal pay policy can still have a gender pay gap. For example, this can happen if the majority of women are in lower-paid jobs.

## Reporting Requirements

The Gender Pay Report is intended to show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women. Employers must report six different measures as detailed below, based on a snapshot of pay data on a date set out by the Government Equalities Office:

**Median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

**Mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

**Median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

**Mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

**Bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period

**Quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands. Pay quarters are 4 equally sized groups ranked from highest to lowest hourly pay.

## NY Highways data - supporting narrative

The workforce at the snapshot date consisted of a total of 282 employees: 266 men and 16 women. Out of the total 282 records collated, the records of 23 staff were removed from the calculations due to receiving less than their usual ordinary pay. This is for reasons including but limited to absence, leave or

other factors i.e. mid-month starters, leavers sickness absence. All the 23 staff whose data was excluded were male. The calculations and the data included in this report are therefore based on 259 staff: 243 men and 16 women.

Ordinary pay was used for the report. All overtime payments were removed but all allowances and bonus payments were included. Salary sacrifice was factored into the calculations and includes factors as private pensions, Cycle to Work schemes, Childcare vouchers. This is in line with government guidance associated with compiling the Gender Pay Gap report.

For purposes of reporting, it is important to note two key factors for the Gender Pay Gap Report that are specific to NY Highways and help give some context to this report:

**Terms and conditions:** 39 people included in the data are not on NY Highways terms and conditions but due to previous TUPE transfers, remain on previous other terms and conditions. This has influenced some of the pay differentials.

**Salary sacrifice relating to Pension schemes:** staff employed on NY Highways terms and conditions are enrolled into a private pension scheme, membership into this scheme is regarded as a salary sacrifice. However, there are 44 staff who remain in a previous pension scheme due to TUPE transfer regulations and these particular pension deductions are not classed as salary sacrifice. These two different types of scheme do influence the gender pay gap as the hourly rate for those in previous schemes is calculated before the net deduction whereas, those in the current private scheme have the hourly rate calculated with the reduction for the pension included.

### The Gender Pay Gap for NY Highways

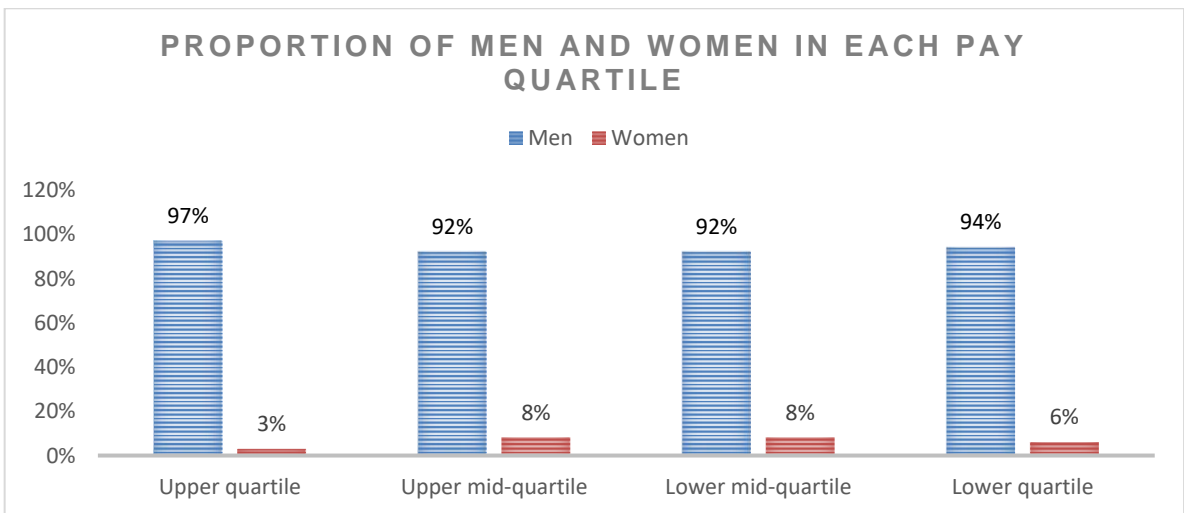
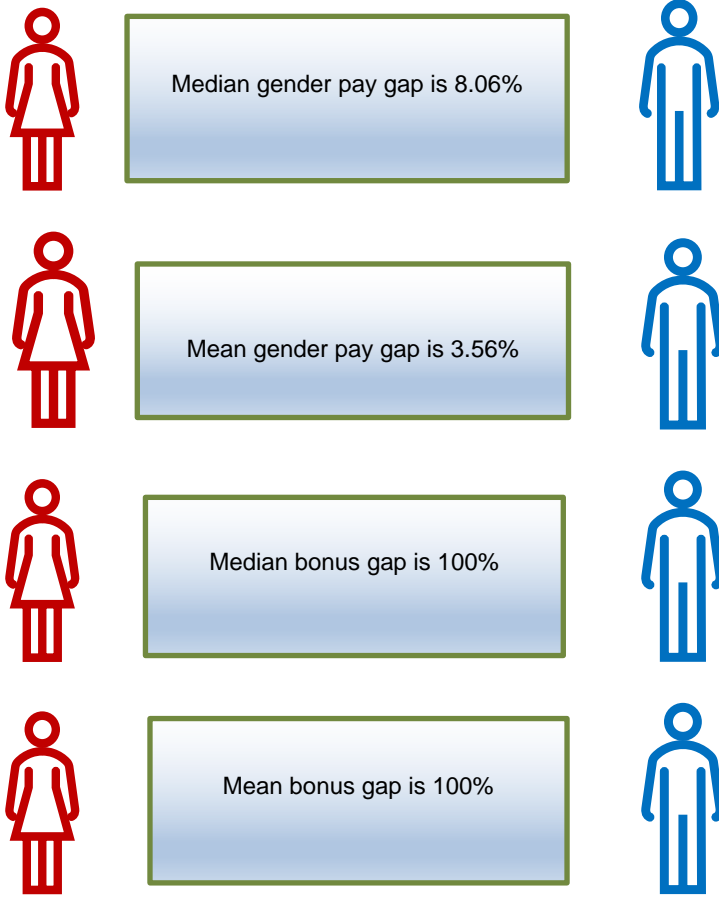
For the Median gender pay gap, women earned £14.09 in comparisons to the median pay for men which was £15.33 – a difference of £1.24, which equates to a gap of 8.06%.

For the Mean gender pay gap, women earned £16.00 in comparison to the mean pay for men which was £16.60 a difference of £0.60 which equates to a gap of 3.56%.

For staff in receipt of a bonus, figures show both the median and mean bonus gaps as 100%. 99.59% do not receive a bonus, 0.41% do receive a bonus.

For the quartiles:

lower quartile	6% women	94% men
lower mid-quartile	8% women	92% men
upper mid-quartile	8% women	92% men
upper quartile	3% women	97% men



## Conclusions & Actions

Based on the information currently available including ONS data, the gender pay gap for NY Highways is lower than many similar organisations in the construction industry.

However, whilst our gap is lower than others in the sector there is recognition that improvements still could be made. We know that the construction industry can pose limitations in terms of flexibility of ways of working due to service needs particularly that much of the work is collectively and not undertaken in isolation. For many roles there is also a requirement to undertake emergency & winter rotas which involves unsociable hours. Ny Highways will strive to ensure that the industry specific opportunities encourage women equally to undertake roles in construction. We will also work to ensure development opportunities are equal across all roles and, through the apprenticeships, to increase the female headcount and focus on recruitment campaigns to attract underrepresented genders in construction careers.

**I can confirm that NY Highways Pay gap calculations and information that feature in this report are accurate**



**Jamie Crumlish**  
**Managing Director - NY Highways**