



NY Highways  
Gender Pay Gap Report  
(April 2024 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.

April 2023 was the first time the headcount for NY Highways exceeded 250 employees in the relevant period and therefore met the requirement to report the Gender Pay Gap data. This is the second Gender Pay Gap report for NY Highways

At the snapshot date 5 April 2024, NY Highways directly employed a total of 280 employees and had a predominantly male workforce with a 93.4% male, 6.6% female split (261 men and 19 women).

## 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 (April 2024) consisted of a total of 280 employees: 261 men and 19 women. Out of the total 280 records collated, the records of 9 staff were removed from the calculations due to receiving less than their usual ordinary pay. This is for reasons such as absence, leave or other factors i.e.

mid-month starters, leavers sickness absence. All the 9 staff whose data was excluded 8 were male and 1 was female. The calculations and the data included in this report are therefore based on 271 staff: 253 men and 18 women.

The figures for 2024 are slightly different from those used in the report showing the snapshot data at April 2023. The workforce 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. The report was consequently 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 three 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:** 3 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 39 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.

**Service Level Agreements:** NY Highways are supported by a number of service level agreements which include services such as (but not limited to) Human Resources, Finance, Occupational Health Services. The SLA's are predominantly delivered by female staff. Two such females are members of the NY Highways Senior Leadership Team – the Head of Finance and the Head of HR. If these staff were included in the reporting data then the Gender Pay Gap would be reduced.

## The Gender Pay Gap for NY Highways

For the 2024 Median gender pay gap, women earned £14.24 in comparisons to the median pay for men which was £16.84 – a difference of £2.06, which equates to a gap of 15.43%.

For the 2024 Mean gender pay gap, women earned £16.36 in comparison to the mean pay for men which was £17.71 a difference of £1.35 which equates to a gap of 7.61%.

For staff in receipt of a bonus, figures show both the median and mean bonus gaps as 100%. 99.6% do not receive a bonus, 0.40% do receive a bonus.

It is possible that the gender pay gap is higher for this period (2024) as 4 males were in receipt of a honoraria payment compared to 2023, where only two staff had an honoraria payment, 1 male, 1 female. However, 11 male employees are in receipt of a market supplement due to the nature of their role. The demographics for the organisation have also changed slightly, with an increase of 10 males and a reduction of two females. Also 23 records were removed from the 2023 data but in 2024 only 9 records were removed due to receiving less than their usual ordinary pay.

This is in comparison to the 2023 data, 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.

Median gender pay gap is 15.43%

Mean gender pay gap is 7.61 %

Median bonus gap is 100%

Mean bonus gap is 100%

**For the 2024 quartiles, figures show:**

- lower quartile                    7% women   93% men
- lower mid-quartile                10% women 90% men
- upper mid-quartile                4% women   96% men
- upper quartile                    4% women   96% men

This is in comparison for figures for **2023:**

- 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**

The overall Gender Pay Gap for the UK in 2024 is 7%. Based on the information currently available including ONS data, the mean gender pay gap for NY Highways is lower than many similar organisations in the construction industry which is around 9%.

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. NY Highways have developed materials focusing on two female colleagues, a poster campaign and short video that can be used to promote job opportunities. We have also attended a number of career events in our local communities to highlight the range of roles available. NY Highways have also been working on career ladders and management development opportunities to help staff progress. NY Highways also has a number of Service Level Agreements in place that are delivered by a number of female staff, including being part of the Senior Leadership Team, although their salaries cannot be included in calculations for purposes of this report.

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

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