



NY Highways Gender Pay Gap Report (April 2025 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 third Gender Pay Gap report for NY Highways. At the snapshot date 5 April 2025, NY Highways directly employed a total of 282 employees and had a predominantly male workforce with a 94% male, 6% female split (265 men and 17 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 (5 April 2025) consisted of a total of 282 employees: 265 men and 17 women. Out of the total 282 records collated, the records of 21 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 21 staff whose data was excluded 21 were male. The calculations and the data included in this report are therefore based on 261 staff: 244 men and 17 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: 4 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 38 staff (all male) 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

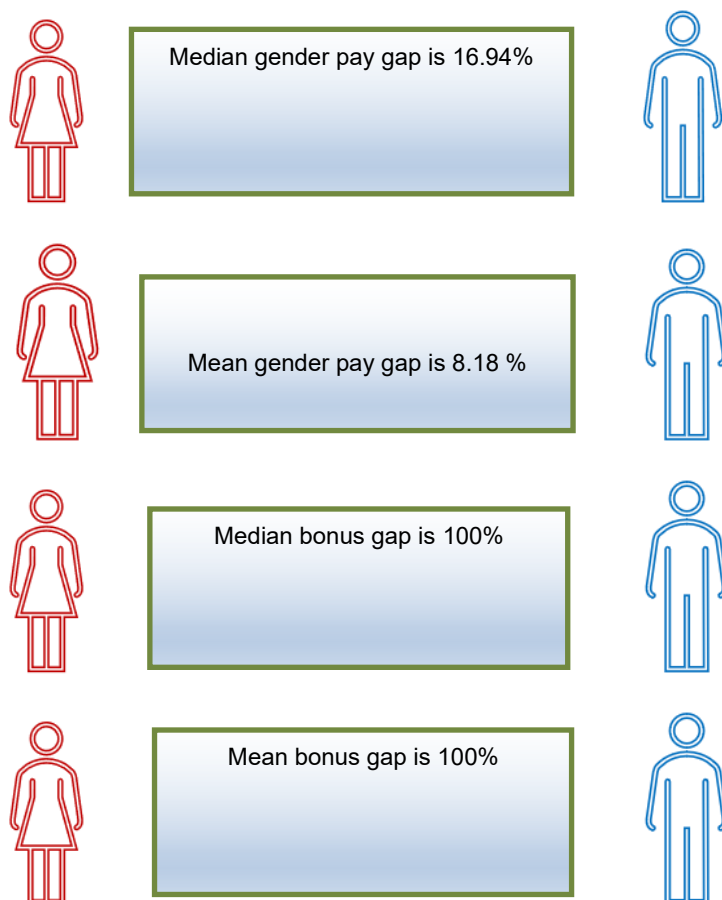
For the 2025 Median gender pay gap, women earned £15.00 per hour in comparison to the median pay for men which was £18.06 per hour – a difference of £3.06 per hour, which equates to a gap of 16.94%. For 2024 the median gender pay gap was 15.43%.

For the 2025 Mean gender pay gap, women earned £17.25 per hour in comparison to the mean pay for men which was £18.79 per hour, a difference of £1.54 per hour which equates to a gap of 8.18%. For 2025, the mean gender pay gap was 7.61%

For 2025, 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, this is one male. This figure remains the same as the previous year.

It is possible that the gender pay gap is higher for this period (2025) as last year there were 4 honoraria payments paid to men, this year there are 5 honoraria payments paid to men. 1 'Thank you' payment of £250 made to one male, last year 8

payments of £100 were paid. Market supplement still in place for fitters. 2 males still in receipt of car allowance on old T&Cs (no change from last year). The 2024 pay award that was in place at the time of the snapshot date, gives a higher increased payment value for higher grades. As there are a higher proportion of men in the higher grades this has a greater benefit to the male pay rates as opposed to women's.



For the 2025 quartiles, figures show:

- lower quartile 9% women 91% men
- lower mid-quartile 7% women 93% men
- upper mid-quartile 4% women 96% men
- upper quartile 4% women 96% men

Conclusions & Actions

The median Gender Pay Gap for the UK in 2025 is 6.9% whereas NY Highways median pay gap is 16.94%. However, based on the information currently available including ONS data, the mean gender pay gap for NY Highways is 8.18% lower than many similar organisations in the construction industry which is around 23%.

NY Highways continues to strive to ensure that the industry specific opportunities encourage women equally to undertake roles in construction. NY Highways have attended a number of career events in our local communities to highlight the range of roles available across our fast developing and growing business. 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.

A handwritten signature in black ink, appearing to read 'Jamie Crumlish', with a stylized flourish at the end.

Jamie Crumlish
Managing Director - NY Highways