



Gender Pay Gap 2017

Report reference: GPG17

Date: 31/01/2018

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Introduction

Via is a relatively new company, formed by Nottinghamshire County Council to deliver a sustainable highways service for Nottinghamshire. Our primary customer is Nottinghamshire County Council itself and all profits are returned to the public purse.

Via is based in Nottinghamshire and our teams throughout the county carry out works encompassing:

- Construction
- Civil engineering
- Highways maintenance
- Fleet management
- Electrical works, including traffic signals and street lighting
- Forestry
- Road safety
- Salting and snow clearance
- Delivery of highway improvement services
- Management of activities which affect the county's highway network

Via employs over 600 staff across seven sites in Nottinghamshire, covering over 4,100 kilometers of highway network.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all employers with 250 or more staff must publish gender pay gap information annually, showing the following information:

- Mean gender pay gap¹
- Median gender pay gap²
- Proportion of males and females within each quartile³
- Mean gender pay gap for bonus payments
- Median gender pay gap for bonus payments
- Proportion of males receiving a bonus payment and proportion of receiving a bonus payment

This report represents Via as at 31st March 2017.

¹ The “mean” is a method of finding an average, in this case where all hourly rates for males are added together and then divided by the total number of males. The same is then calculated for females. The percentage difference between the two is the pay gap.

² The “median” is a method of finding an average, in this case where all hourly rates for males are sorted lowest to highest and the middle hourly rate is found. The same is then calculated for females. The percentage difference between the two is the pay gap.

³ “Quartiles” are found by sorting all staff by hourly rate, from lowest to highest, then dividing them into four equal groups, with the lowest quarter of staff being in the Lower quartile, then the next lowest quarter being in the Lower Middle quartile, etc.



Staff Gender Split

	Male	Female
Number of Staff	417	189
Percentage of Staff	68.8%	31.2%

Due to the services it delivers, Via is naturally male dominated. This is aligned to the industry demographics and aligned to the workforce profiles of similar organisations.

	Number of Staff		Percentage of Staff	
	Male	Female	Male	Female
Q1 Lower	62	90	40.8%	59.2%
Q2 Lower Middle	112	39	74.2%	25.8%
Q3 Upper Middle	125	27	82.2%	17.8%
Q4 Upper	118	33	78.1%	21.9%

School Crossing Patrols make up almost a sixth of the workforce. These roles are amongst the lowest paid roles and are predominantly female, which results in the skew towards females in the lower quartile.

Gender Pay Gap

	Male Hourly Rate	Female Hourly Rate	Pay Gap
Mean	£12.81	£11.13	13.1%
Median	£11.05	£8.65	21.7%

When looking across the entirety of Via's staff, we can see a pay gap of £1.68 (13.1%) when considering mean hourly rates and £2.40 (21.7%) when considering median hourly rates.

It is important when looking across all staff, to consider the School Crossing Patrols, as mentioned above. Due to the large number of these positions that exist at Via, they create a pay gap, especially when looking on a median basis.

	Mean Male	Mean Female	Pay Gap
Q1 Lower	£8.43	£8.43	0.0%
Q2 Lower Middle	£9.32	£9.35	-0.3%
Q3 Upper Middle	£12.06	£12.19	-1.1%
Q4 Upper	£19.26	£19.83	-3.0%

Within the quartiles themselves, there is no pay gap in the Lower quartile, and the higher three quartiles show women being paid more than men on average.

Bonus Payments

Via does not make bonus payments as part of our pay arrangements.

Comments

Via works across the industry to proactively promote all opportunities within the company but recognizes there are perceived barriers to women undertaking some roles as a potential career choice. We are confident that Via is gender inclusive, and family-friendly policies are in place to help reduce some of the barriers that parents face, whether male or female.

Via is still a very new company, with the majority of staff being transferred from



Nottinghamshire County Council, and I am keen to see how the data progresses as we mature and develop our workforce.

A handwritten signature in grey ink, which appears to read "D. Coutts".

Doug Coutts
Managing Director