



Gender Pay Gap Report

April 2021



Introduction

We are passionate about ensuring that everyone is treated equally, regardless of their background, race, ethnicity or gender.

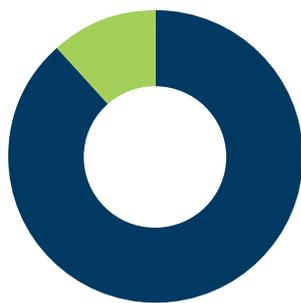
We have reported on our gender pay gap for legal entities within the Torus Group, which employ more than 250 people.

As at the snapshot date of 5th April 2021, HMS had 649 employees. In January 2019, HMS joined forces with members of the In-House Contractor from Torus to create a new larger entity. Since the formation of the new larger HMS, we have undertaken a change management programme, to ensure we have a structure fit for the future. We are in a continuing period of transition and throughout this maintain our ethos of ensuring we treat everyone fairly and support them in achieving their potential.

This is our report for the snapshot date of 5th April 2021:



12.6%
of HMS
employees
are female



87.4%
of HMS
employees
are male



The gender pay gap is the difference in the average pay and bonuses of males and females across the organisation. Although we are confident we have equal pay for work of equal value, we do have a gender pay gap when we compare the overall average pay for males and females.

Hourly rates of pay



Mean gender pay gap

6.6%

Difference of **£0.97** per hour



Median gender pay gap

12.3%

Difference of **£1.64** per hour

*Pay data is from the April 2021 payroll. Full pay relevant employees. Those who are not on reduced pay due to leave i.e. sickness or maternity.

Bonus



Mean gender bonus gap

6.9%

Difference of **£8.73**



Median gender bonus gap

3.9%

Difference of **£4.00**

*Bonus data is based on bonus payments for 12 months previous to 5th April 2021.



532



72

532 males and **72 females** received a bonus.

Bonuses were paid to relevant staff as recognition for work throughout the Covid-19 pandemic.

- 87.8% The proportion of female employees receiving a bonus
- 93.8% The proportion of male employees receiving a bonus



Quartiles

Below is the summary split of where males and females sit in terms of the quartile bands. We have split them into four equal bands to provide the quartiles A, B, C and D.

Band	Men	Women	Description
A	76.7%	23.3%	Includes all employees whose hourly rate places them in the lower quartile.
B	90.6%	9.4%	Includes all employees whose hourly rate places them in the lower middle quartile.
C	96.2%	3.8%	Includes all employees whose hourly rate places them in the upper middle quartile.
D	86.9%	13.1%	Includes all employees whose hourly rate places them in the upper quartile

The above table shows there is a higher proportion of females in Bands A and B than there are in Bands C and D combined. Overall there is a higher proportion of males than females in all Bands.

What are the underlying causes of our gender pay gap?

Females are underrepresented in all levels at HMS, however the percentage of females in senior roles has improved and the upper quartile is therefore more representative of our workforce split. Our workforce gender split for full-pay relevant employees is 12.4% (79) females and 87.6% (558) males and females represent 13.1% of the upper quartile of our pay bands.



13.1%

Women in the upper quartile pay band



86.9%

Men in the upper quartile pay band



It is valid to note that the higher proportion of males in our workforce is typical for the construction industry. According to Statista, the split in the UK construction industry was 13% females and 87% males in 2020. We are however continually working to encourage females. An example is our partnership work with Torus Foundation on the Women in Construction programme. As part of this we provide placements at HMS.



How does HMS gender pay gap compare with other organisations?

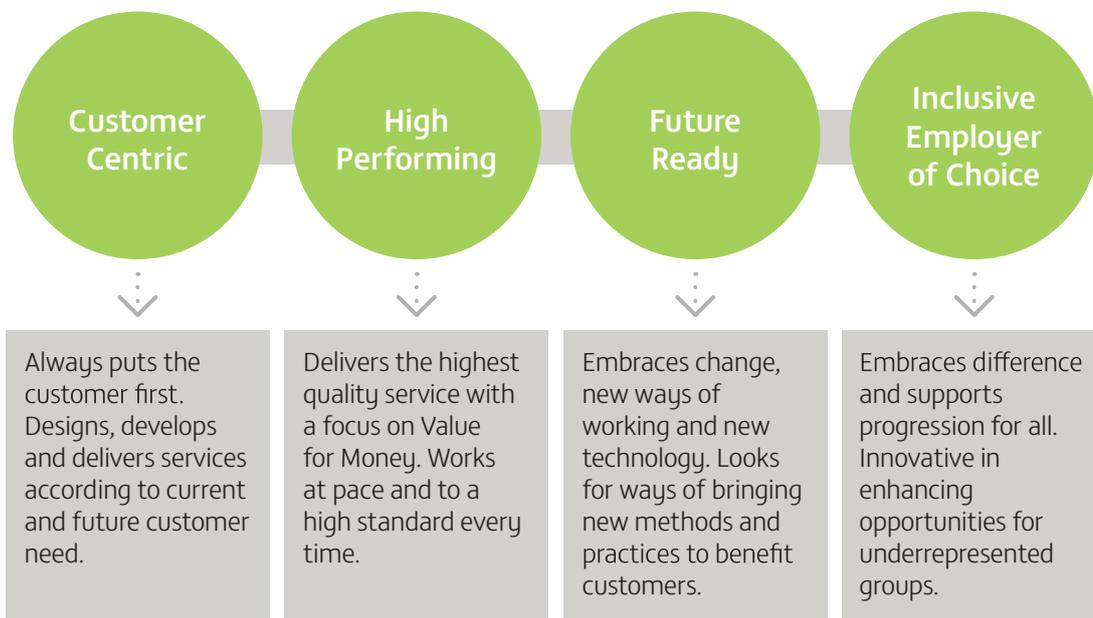
At 6.6%, HMS' mean gender pay gap was much lower than the average from National Statistics (14.4%) but that doesn't mean we are complacent. We recognise we have work to do to continue to reduce our gender pay gap.

Our actions

The challenge across HMS and across the UK is to eliminate any gender pay gap. Producing this gender pay gap report aids the monitoring and we are committed to ensuring the gender pay and gender bonus gaps are closed further. The following are in place to ensure we continue to make a difference;

Workforce Strategy 2021-24

Our workforce strategy sets out the way we want to develop our workforce and their skills and talents to deliver the objectives of our corporate plan. One of the four priority outcomes of the workforce strategy is to become a diverse and inclusive employer of choice.



To achieve this, we have developed a specific diversity and inclusion strategy which details the outcomes we are seeking to achieve and the framework we will use in our approach.



Diversity and Inclusion Strategy 2021-24

We have set out our ambition to create a truly inclusive culture where we advance underrepresented groups and ensure our diversity reflects the communities we serve. We continue to strive to go further than the statutory duties we have, to lead on best practice, embed Diversity & Inclusion day-to-day and celebrate achievements.



Our aim is to ensure there is a good balance of males and females working across all levels and functions. We aim to do this by reviewing our HR policies and practice to ensure they are inclusive. As part of that review, we commit to analysing our data to understand changes in our workforce demographics and assess our gender pay gap. We will review best practice in relation to promoting underrepresented groups into senior roles, and continue to offer flexible working across the organisation, in every role and at every level, to ensure our staff have the opportunity to work in a way that works best for their career aspirations and home life.

Our approach to remuneration

We know our approach to pay and bonus is gender neutral in design but we will continually ensure roles are benchmarked during both restructure programmes and when new vacancies arise to ensure a consistent approach.

I confirm that the data reported is accurate.

Helen Ward
Group Organisational Development Director