

HMS



Gender Pay Gap Report

November 2019

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.

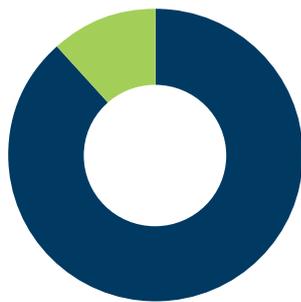
In January 2019, HMS joined forces with members of the In-House Contractor from Torus to create a new larger entity. Since the formation of the new larger HMS, we have undertaken a change management programme, to ensure that we have a structure fit for the future. Currently there are differing terms and conditions following TUPE transfer. We are in a continuing period of transition and throughout this maintain our ethos of ensuring that we treat everyone fairly and support them in achieving their potential.

As at the snapshot date of 5th April 2019, HMS had 655 employees. We have included the bonuses of those employed by HMS as at 5th April 2019, even though the bonuses for calculating the bonus gap may have been paid while the employees were on other PAYEs.

This is our report for the snapshot date of 5th April 2019:



11.76%
of HMS staff
are female



88.24%
of HMS staff
are male



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

Hourly rates of pay



Mean gender pay gap

10.0%

Difference of £1.35 per hour



Median gender pay gap

5.0%

Difference of £0.64 per hour

Pay data is from the April 2019 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

12.9%

Difference of £32.41



Median gender bonus gap

0.00%

Difference of £0.00

Bonus data is based on bonus payments for the 12 months previous to 5th April 2019.



218



37

218 males* and **37 females**** received a bonus.

Bonuses paid were for long service and performance. Incentives have also been paid to relevant employees as compensation for the ending of specific terms and conditions.

****37.7%** The proportion of female employees receiving a bonus

***48.1%** 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 give us our quartiles A, B, C and D.

Band	Men	Women	Description
A	79.4%	20.6%	Includes all employees whose hourly rate places them at or below the lower quartile.
B	88.2%	11.8%	Includes all employees whose hourly rate places them above the lower quartile but at or below the median.
C	94.4%	5.6%	Includes all employees whose hourly rate places them above the median but at or below the upper quartile.
D	90.7%	9.3%	Includes all employees whose hourly rate places them above the upper quartile

The above table shows that there is a higher proportion of women in Bands A and B than there are in Bands C and D. Overall there is a higher proportion of men than women in all Bands.

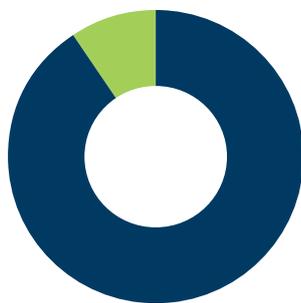
What are the underlying causes of our gender pay gap?

Women are under-represented in more senior roles at HMS. Our workforce gender split is **11.76% (77) women** and **88.24% (578) men**. However women represent only **9.3%** of the upper quartile of our pay bands.



9.3%

Women in the upper quartile pay band



90.7%

Men in the upper quartile pay band

It is valid to note that the higher proportion of men in our workforce is typical for the construction industry.



How does HMS gender pay gap compare with other organisations?

At **10.0%**, HMS' mean gender pay gap was lower than the average from National Statistics (ASHE 2018), which was **17.9%**.

Current Actions regarding Pay within the Torus Group

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. We know that our approach to pay and bonus is gender neutral in design and roles are being benchmarked during both restructure programmes and when new vacancies arise.

We positively embed equality and diversity, with the aim of ensuring there is a good balance of males and females working across levels and functions and will continue to be proactive in encouraging everyone, regardless of gender to pursue any role. We will undertake work to positively recruit females into construction and work with other organisations including schools to engage before students are looking for jobs.

Succession plans will be reviewed to encourage the development and progression of women into more senior roles. HMS will also continue to encourage flexible working across the organisation, in every role, at every level, to ensure that our staff have the opportunity to work in a way that works best for their career aspirations and home life.

I confirm that the data reported is accurate.

Penny Aspden
Group Organisational Development Director