

# Gender pay gap statement

## Headline gender pay figures for Bristol Waste UK

The tables below show our overall median and mean gender pay and bonus gap based on hourly rates of pay at the snapshot date 5 April 2023.

### Gender pay gap

Criteria	Female	Male	Gap	% Gap
Average (mean) hourly pay	12.69	13.62	0.93	6.8%
Median hourly pay	9.89	12.80	2.91	22.7%

### Bonus pay gender gap

Criteria	Female	Male	Gap	% Gap
Average (mean)	2,500.00	5,520.51	3,020.51	54.7%
Median	2,500.00	4,910.00	2,410.00	49.1%

### Quartile reporting

Pay band	Q1	Q2	Q3	Q4	Total
Female	52%	10%	9%	18%	22%
Male	48%	90%	91%	82%	78%



Key: ● Female ● Male

## Understanding the figures

In the past, we've experienced a 'negative pay gap', a scenario where male employees have lower average pay than female employees.

The data shows that our current position is a reversal of this, and, as efforts are being made to improve the situation, we must reflect on the organisational changes that have led to this shift. What has changed ahead of this gender pay gap statement?

### Contributing factors:

- **expansion of operations:** we acquired a significant facilities management contract, bringing hundreds of existing staff, with salaries established outside of our company, into our workforce.
- **leadership and governance changes:** there have been transformative changes within our executive team and board.
- **industry and financial shifts:** financial changes have been experienced across the industry, and this has been coupled with evolving demands of our services.

## Going forward

- **Recruitment process overhaul:** we're committed to ensuring our recruitment channels are accessible to all, promoting a more diverse and inclusive workforce.
- **Benefits review:** we're reviewing the benefits structure across the company. This will help us pinpoint and address any obstacles or challenges that disproportionately affect marginalised groups.
- **Organisational culture:** we are working collaboratively to improve our company culture and enhance the overall experience for all colleagues, ensuring we foster an inclusive and supportive work environment.
- **Focus groups:** through focus groups, we will learn from the experiences of women in leadership roles to identify specific areas for improvement.
- **We are a real Living Wage employer:** our data shows that as the real Living Wage increases, it is likely that our gender pay gap will narrow.

As an employer with over 250 employees we are required, under UK government regulations, to publish our gender pay gap data. At Bristol Waste we are committed to our colleagues, as well as the city we serve, to create a balanced, fair and inclusive working environment. By understanding our gender pay gap figures we can identify areas for improvement and begin making steps towards our goal of gender equality across all elements of finance and culture in the business.