

akt II



# GENDER BALANCE REPORT 2018



## AKT II gender balance report 2018

Employers in Great Britain with more than 250 staff are required to publish gender pay gap figures on an annual basis. The gender pay gap shows the difference in the average pay between all men and women in an organisation regardless of their role or seniority and is based upon aggregate data. However, the gender pay gap should not be confused with equal pay. Equal pay relates to the pay of the individual, and the law requires that men and women who carry out the same jobs, similar jobs or work of equal value must not be paid differently because of their gender.

AKT II has always had an appreciation and understanding of the skills and talents of geographic, cultural and gender diversity in the people it employs. This diversity not only culturally enriches our workplace but also provides an openness to embrace a variety of approaches which we have no doubt contributes to the very success of our business, the projects we work on and our reputation as design-led and innovative engineers.

As a company which operates within the construction industry, unfortunately, gender diversity has always been the area where being representative has been challenging as the industry has a legacy of attracting significantly more men than women, but we feel diversity has always been a part of our cultural DNA.

We work hard to attract and retain the best people and ensure we reap the benefits of social, ethnic and gender diversity.

# Gender pay gap figures

The figures below show our *mean and median*\* pay gap, bonus figures and the proportion of men and women within each quartile at the snapshot date of 5 April 2018, calculated in accordance with the statutory method. The reasons for any pay gap are multiple and complex. As required by mandatory reporting, the pie charts illustrate the gender distribution across AKT II in four equal-size quartiles.

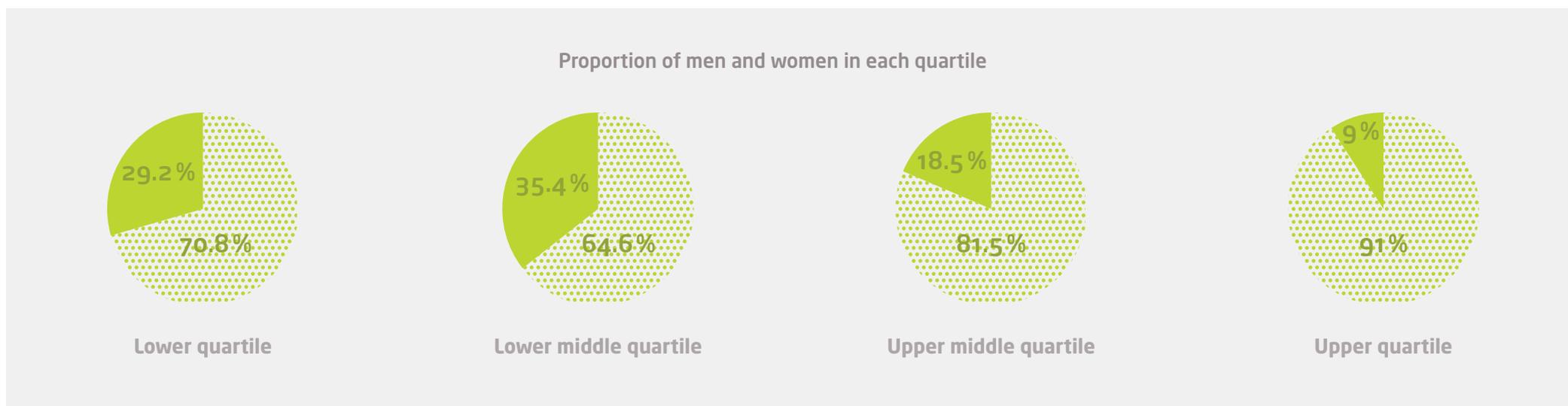
It is evident that we have a larger percentage of males in more senior roles, which is a trend mirrored across our industry and is an area where we wish to inspire positive change.

Our bonus gap is higher than our pay gap as we have more men in leadership roles with bonus related to base remuneration. Our effective bonus award across the company is 100%, but as the reporting date is April, new joiners from January till March would not be included in the bonus statistics until the following year's report.

### \*Definition of mean and median

The mean measures the difference between the average male and female salary.

The median is calculated using the midpoint salary for each gender.



# Analysis of the figures / the bigger picture

On analysis our pay gap is not an equal pay issue - men and women are paid equally for doing equivalent jobs across AKT II. Salaries are based on level of experience and are reviewed annually based on both experience and performance. For example, the starting salary for all graduate engineers joining AKT II is the same.

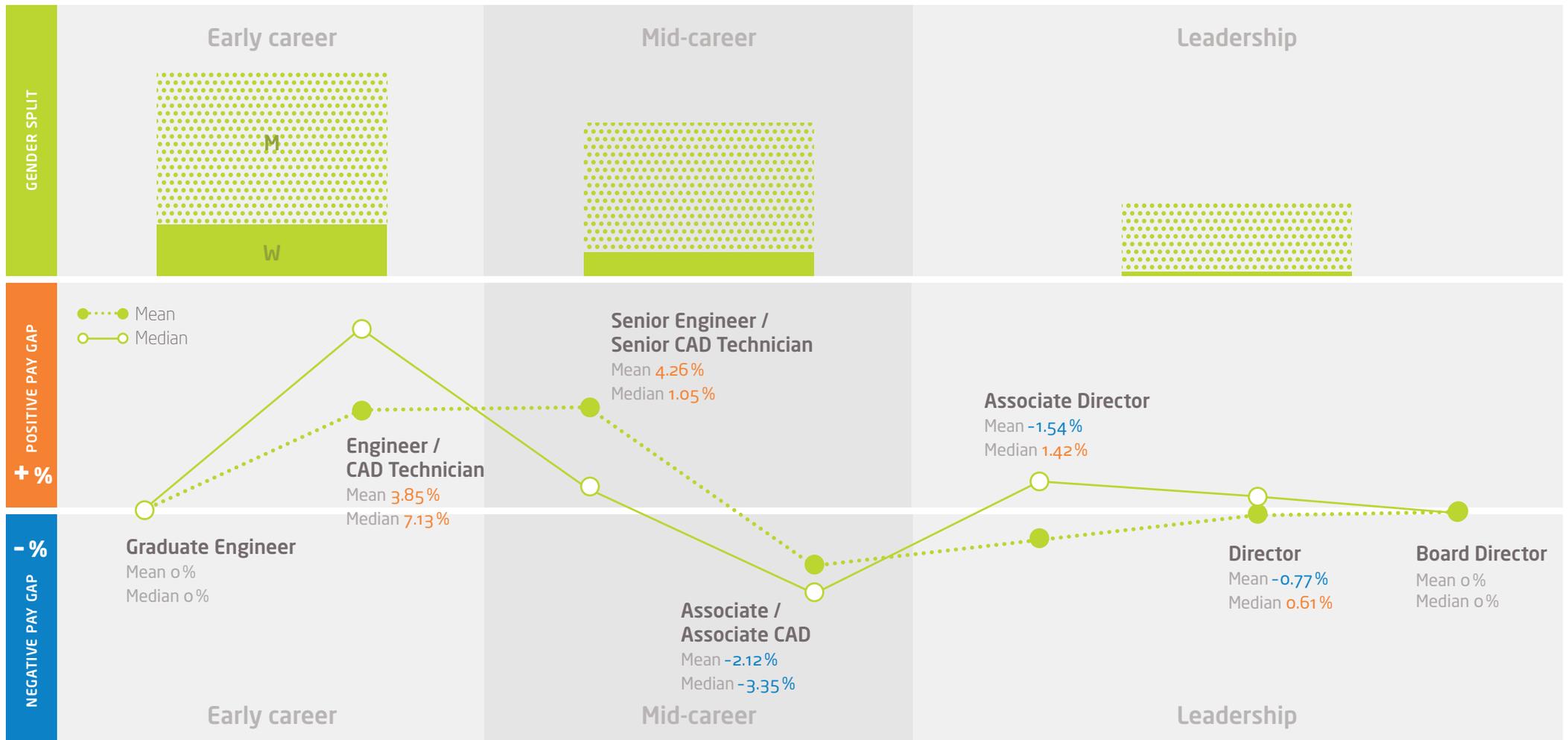
We believe that a pay gap arises for the following reasons: firstly we have more men than women across our firm (**77% men overall**) and secondly we have more men at senior level (**87%**).

Based on the method of calculation a higher proportion of men in senior positions will naturally give rise to a pay gap, but this does not mean there is a gender pay gap on equivalent jobs as the name suggests. The gender pay gap is an indication of gender distribution across AKT II, however, we are also aware that gender split across AKT II is distorted by the relatively high proportion of women in non-engineering roles as well as the higher proportion of men in senior management. Our focus is to ensure we bring all talent right through our organisation by better retaining female employees

within the business and better supporting their development into senior positions. A year-on-year measure from 2017 to 2018 has seen female representation increase by 2%.

Historically, more males have been drawn to careers in science, technology, engineering and mathematics (STEM) industries, so it is not surprising that the findings of our report echo the greater gender pay gap found across the engineering sector. We firmly believe that education is fundamental to enhancing not only gender diversity, but wider diversity as a whole.

## Gender split and role profiling at each career group



## What are we doing to improve diversity / the future

It is clear from our pay gap figures that to close the gap we need to address our gender balance across the firm at all grades and seek to ensure there is no opportunity gap for all staff. Our approach to addressing this has always been to attract and develop our staff, naturally leading to retention. We believe, in terms of attracting women staff, we are making good progress. Our figures show percentages of women staff progressively increasing across the office through the different career points. For instance proportion of women staff in their mid-career is 16% which increases to 25% in their early career, but we understand there is progress to be made at a senior management level.

Our aim now is to continue what we are doing and to manage and support the naturally changing workforce. For this we have set up a Diversity Forum which focuses on three key streams:

### ●● Attracting our people

We continue to strive for a balanced, diverse workforce at every career entry point. We believe that education is fundamental to instigate change and will achieve this by proactively engaging with the next generations through their formative years, at school and higher education level. As such, through great commitment from our staff, we actively support organisations such as ScaleRule and the Access project as well as engaging with local schools and industry to raise awareness of STEM subjects.

### ●● Developing our people

We continue to take promotion and progression decisions that are based on merit. We acknowledge that the firm has seen good growth and formalising existing processes to ensure all staff receive the right support and career opportunities is our priority. Recent developments have included strengthening our HR team whose focus has been to formalise the review process based upon staff feedback. We also actively support and encourage staff to achieve their potential and have restructured our business to give a variety of career progression options for both technical and non-technical roles.

### ●● Retaining our people

The average age at AKT II is 34.3 years as such we place a great importance to a family friendly culture to support all of our working parents. We have broadened our flexible working with a key example of this being an ongoing commitment is to encourage Shared Parental Leave and extended full-paid maternity leave. We are also improving our approach to working culture and flexibility which caters to all our staff and to allow all staff returning from extended leave to resettle and continue their development to realise their full potential.

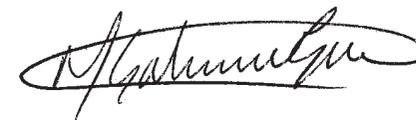
Change is naturally progressive and as such will take time. However, at AKT II we are committed to adapting and moving at a pace that enables us to close the gap whilst ensuring we continue to attract and develop the widest range of talent available and ensure a strong, culturally diverse workforce for the future.



Board Director  
**Paul Scott**



Company Secretary & Diversity Champion  
**Gary Davison**



Director  
**Marta Galiñanes-García**

