



GENDER PAY GAP REPORT

April 2024

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Introduction

At Trant Engineering Ltd, we are committed to fostering a workplace that champions equality, diversity, and inclusion. We believe that talent knows no gender and that a fair, transparent approach to recruitment, retention, and career progression is essential in ensuring that every individual—regardless of gender, background, or experience—has equal opportunities to succeed.

The engineering sector has long faced gender imbalances, with women underrepresented, particularly in technical and leadership roles. At Trant Engineering Ltd, we are determined to challenge these norms by taking proactive steps to close the gender gap, remove barriers, and create an environment where women can thrive alongside their male counterparts. Our commitment to gender equality is not just a policy—it is embedded in the way we operate as a business.

Our Commitment to Gender Equality

We are dedicated to building an inclusive and equitable workplace where diversity is embraced, and all employees have the opportunity to reach their full potential. Our approach to gender equality is rooted in key principles that drive fairness, opportunity, and progress for everyone:

- **Supporting Growth & Development:** We prioritize the well-being and professional advancement of all employees, ensuring equal access to opportunities, training, and leadership development. By investing in the success of both women and men, we help build a stronger, more inclusive workforce.
- **Eliminating Barriers & Biases:** We actively challenge biases and remove obstacles that hinder career progression, creating an environment where individuals are valued based on their skills, expertise, and contributions—not their gender.
- **Ensuring Fair & Transparent Practices:** Our policies and decision-making processes are designed to be fair, transparent, and free from discrimination. Career progression, compensation, and development are determined by merit, ability, and dedication, not outdated stereotypes.

Engineering is a cornerstone of modern society, driving innovation, economic growth, and technological advancements across industries. From designing sustainable infrastructure to pioneering breakthroughs in healthcare and energy, engineers play a vital role in shaping the world. However, despite its significance, the engineering sector continues to face challenges related to gender representation and pay equity. While progress has been made in attracting more women into the field, a persistent gender pay gap remains, influenced by factors such as underrepresentation in senior roles, differences in career progression, and industry-wide disparities in earnings.

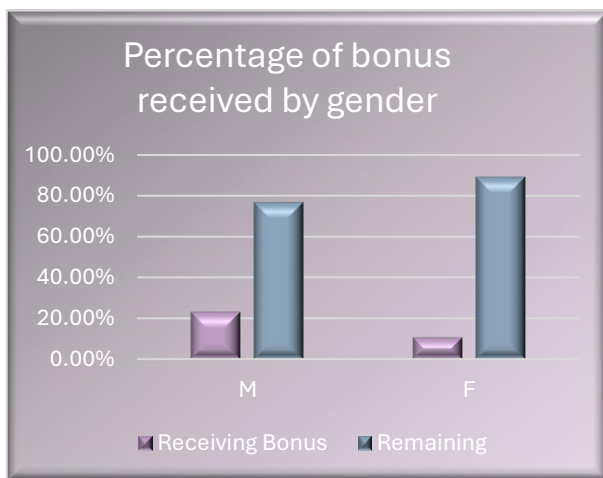
Building a Stronger Future

At Trant Engineering Ltd, gender equality is not just an aspiration—it is a necessity. When we empower women, we empower our entire industry, fostering a more innovative, dynamic, and successful workforce. By embedding these principles into our culture and taking real, measurable action, we strengthen not only our employees but also our ability to lead, grow, and excel in the engineering sector.

We are proud to play our part in driving meaningful change and remain committed to creating a future where gender is never a barrier to success.

Results for Snapshot date of 5th of April 2024

- Mean gender pay gap: 19.3%
- Median gender pay gap: 21.9%
- Bonus gap mean: 26.4%
- Bonus gap median: 3.7%
- Percentage of female employees receiving a bonus: 10.7%
- Percentage of male employees receiving a bonus: 23.1%



The Gender Pay gap – definitions

The **gender pay gap** measures the difference in earnings between male and female employees within an organization, expressed as a percentage of male earnings. This calculation considers both **mean and median pay rates** across all roles, rather than comparing individuals in the same job. Additionally, **bonus pay indicators** assess the proportion of men and women receiving bonuses over the past 12 months, as well as disparities in their **average and median bonus earnings**.

Closing the gender pay gap requires **ensuring that women's pay and bonuses** are distributed in a way that reflects the patterns seen among male employees within the organization. However, achieving this goes beyond salary adjustments—it involves **analysing workforce composition** to identify the underlying factors contributing to pay disparities.

A **positive percentage** indicates that men, on average, earn more in salary or bonuses, while a **negative percentage** suggests that women earn more. A **zero percentage** represents gender parity. It is important to note that the **gender pay gap is distinct from equal pay**, which is a legal requirement under the **Equality Act** to ensure that men and women receive **equal pay for the same or equivalent work**.

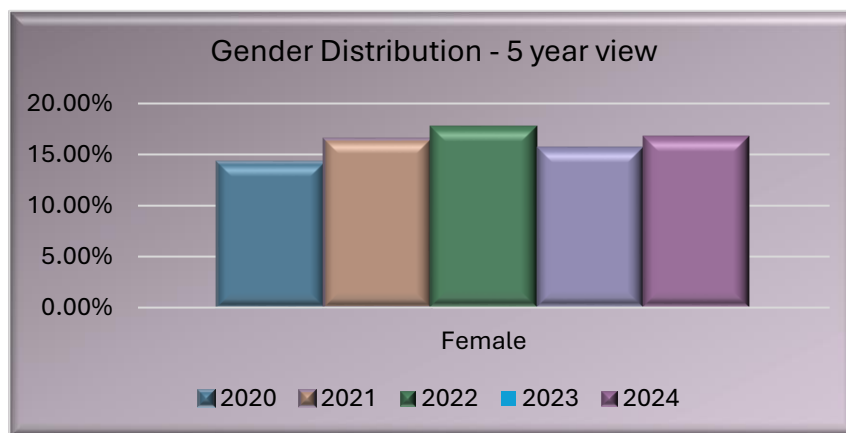
Quartile by gender



Gender Distribution

Over the past five years, gender diversity in the workforce has steadily increased, with 2024 figures showing a 1.07% rise from 2023. This growth suggests that initiatives like targeted recruitment, inclusive policies, and career development programs are making an impact.

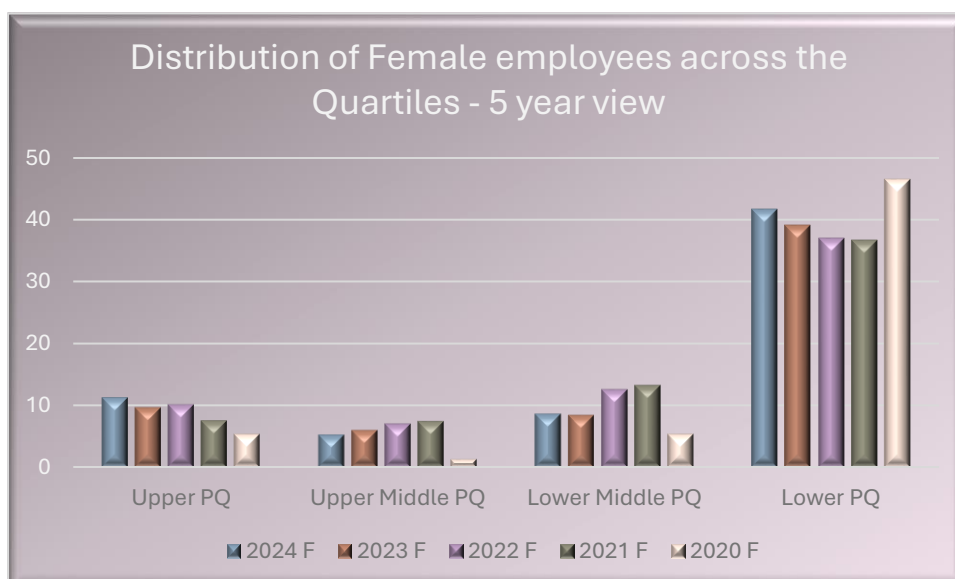
While this progress is encouraging, true pay equity also depends on factors like equal pay for equal work and greater representation in higher-paying roles. Continued efforts in these areas will be key to closing the gender pay gap.



GLOBAL PERSPECTIVE

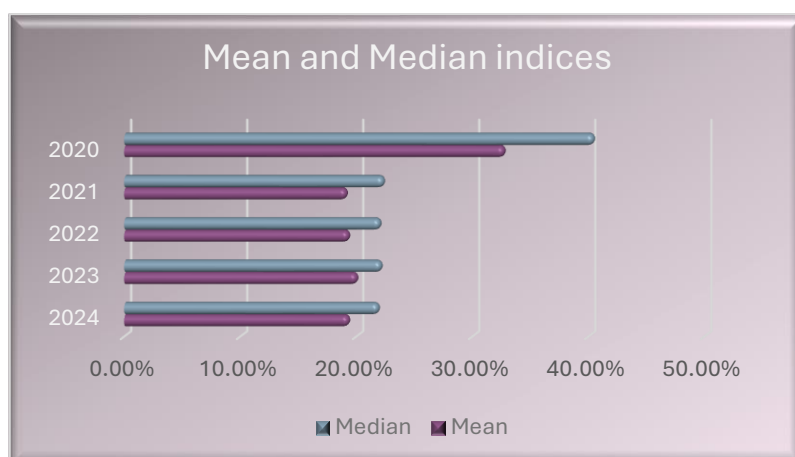
The 2024 Global Gender Gap Index reveals that while no country has achieved complete gender equality, 97% of the economies surveyed in the June 2024 Global Gender Pay Gap Insight report edition have closed over 60% of their gender gap, a significant increase from 85% in 2006 (World Economic Forum, 2024).

The distribution across pay quartiles over the past five years reflects an increased intake of apprentices and entry-level roles, contributing to overall gender diversity. While female representation has grown, progression toward the upper pay quartile has been gradual. Since 2020, female representation has increased by 5.93% in the upper quartile, 4.03% in the upper middle, and 3.27% in the lower middle quartile, while the lower pay quartile has seen a 4.8% decrease. This shift indicates progress in career advancement but highlights the need for continued focus on retention, development, and opportunities for women to reach higher-paying roles.



Gender Pay Gap

The 2024 mean and median gender pay gap have both steadily decreased since 2020, reflecting ongoing progress toward pay equity. The mean pay gap has reduced by 13.4%, while the median has decreased by 18.54%, highlighting a consistent narrowing of pay disparities. While this trend is encouraging, continued efforts are needed to sustain this momentum and ensure long-term equality in pay and progression.



However, the pay gap remains wider than desired, primarily due to the structure of our workforce. While progress has been made, women continue to be underrepresented in senior roles, which remains a key factor influencing the gap.

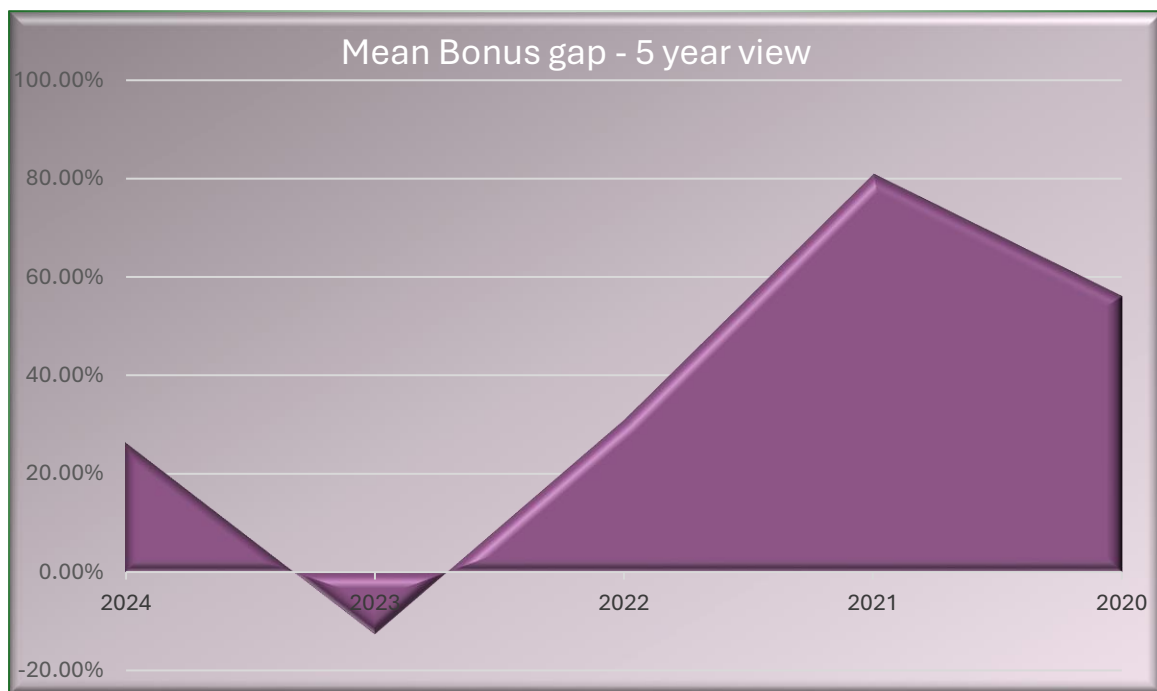
Our workforce is predominantly site-based, with 66.39% of employees working in site-based roles, which have historically had lower female representation across the industry. Many of these roles require specific trade skills and qualifications, where the talent pool remains male-dominated, impacting overall gender balance. While we continue to see progress in attracting more women into these roles through apprenticeships, targeted recruitment, and career development programs, the structural makeup of our workforce remains a key factor influencing gender representation.

Job Category	Female	Male	Job Category	Female	Male
Administrator	7.32%	2.50%	Labourer	0.17%	5.66%
Advisor	0.33%	0.50%	Manager	1.83%	4.49%
Apprentice	0.83%	2.83%	PA	0.33%	
Assistant Quantity Surveyor	0.33%	0.17%	Planner		1.00%
Assistant Site Manager	0.17%	0.33%	Project Manager		4.16%
Buyer	0.50%	0.83%	Quality Lead		0.33%
Commercial Manager	0.17%	2.16%	Quantity Surveyor	0.50%	1.33%
Contract Manager		1.16%	Semi-Skilled Operative		6.32%
Director	0.33%	1.66%	SHEQ Auditor	0.33%	0.33%
Document Controller	1.83%		SHEQ Lead		0.33%
Electrician		1.50%	Site Manager		4.33%
Engineer	0.17%	6.99%	Skilled Operative		11.81%
Estimator		1.83%	Storeman		1.16%
Financial Controller		0.17%	Supervisor		4.83%
Fitter		2.50%	Support Staff	0.50%	
Foreman		4.99%	Techincian		0.17%
Framework Delivery Manager		0.67%	Technician		3.00%
Graduate Advisor		0.17%	Trainer		0.50%
Graduate Engineer	0.67%	2.16%	Unskilled Labourer		0.17%
Head of Department	0.50%	0.17%			

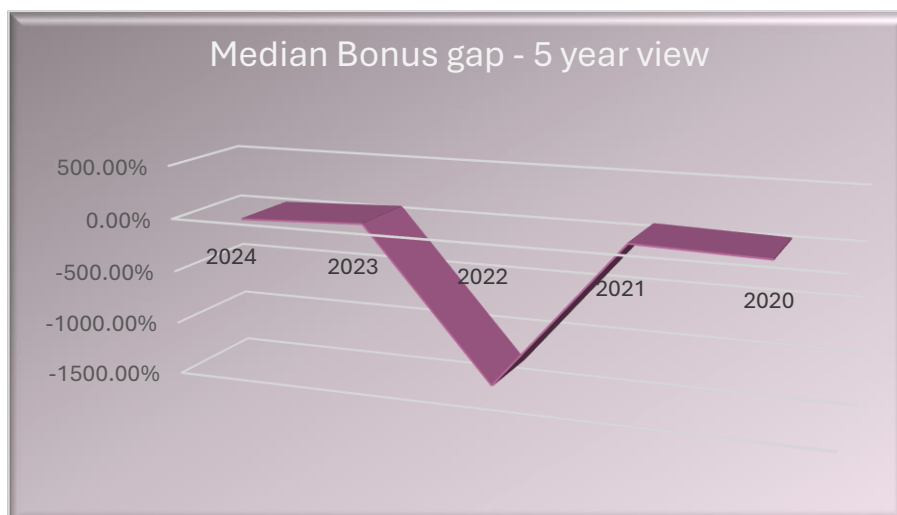
Bonus Pay Gap

Our bonus schemes are awarded on a discretionary basis, taking into account individual performance, project completion, and overall contributions to business success. These include both annual payments and on-the-spot awards, allowing employees at all levels to be recognized for their achievements throughout the year.

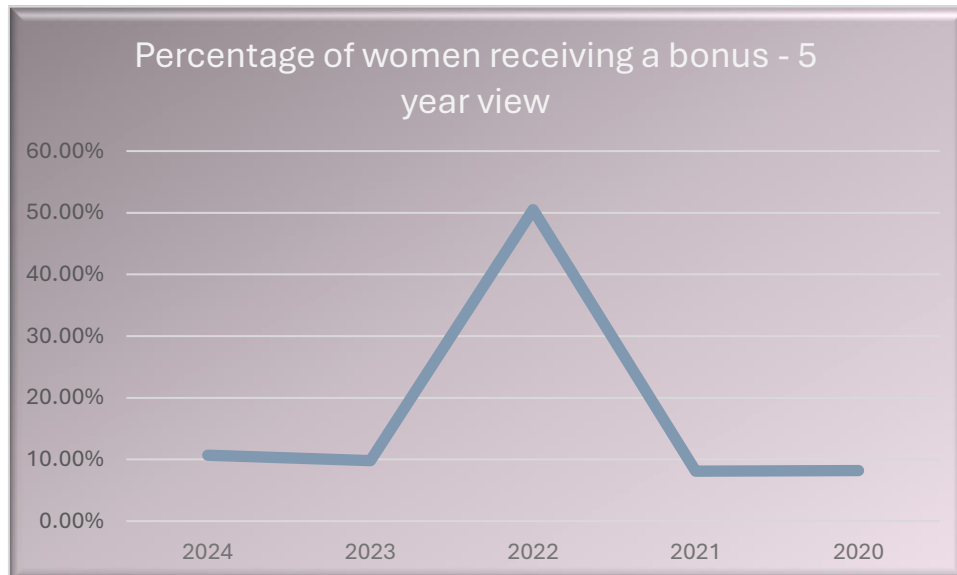
Looking at the mean bonus gap over the past five years, we can see a clear trend of improvement. Since 2020, significant strides have been made toward reducing the gap, with a notable 29.65% decrease in 2024. This consistent progress reflects our ongoing efforts to foster a more equitable bonus structure and to address the gender disparities in bonus distribution across the organization.



When examining the median bonus gap over the past five years, we see a consistent trend toward improvement. Since 2020, the gap has steadily narrowed, with a 16.34% decrease in 2024. This reduction highlights the progress we've made in promoting gender equity within our bonus distribution and reflects our ongoing commitment to ensuring fairness in how bonuses are awarded across all levels of the organization.



The below graph illustrates the percentage of women receiving a bonus over the past five years. As shown, there has been a steady increase in the proportion of women receiving bonuses, with the 2024 index reflecting a 2.48% increase compared to 2020. This positive trend highlights our ongoing efforts to ensure gender equity in bonus distribution and demonstrates tangible progress in recognizing and rewarding the contributions of women across the organization.



Actions taken in 2024 to address the Gender Pay Gap

In 2024, we actively assessed and tracked the progress of female employees, ensuring they had access to ongoing training and development opportunities that would help them advance in their careers. Through these efforts, we provided tailored support and resources to cultivate a strong pipeline of women ready for leadership and higher-level roles. Additionally, we enhanced our benefits package to better attract a more diverse pool of women into the sector, recognizing that a competitive and inclusive benefits offering is key to attracting top talent.

We also regularly reviewed and monitored our pay structures across all job roles to ensure that our compensation practices remained equitable and free from gender bias. This ongoing commitment helped maintain a workplace where everyone was rewarded fairly for their contributions. Alongside this, we conducted thorough analyses of anonymous staff engagement surveys, using statistical evaluations to uncover any potential barriers to career advancement. These analyses helped us identify and address obstacles to support women in advancing in their careers.

Furthermore, we implemented gender-balanced shortlists for both internal and external hiring processes, ensuring that opportunities for career advancement remained open and accessible to everyone, regardless of gender. In addition, we invested in the development of STEM ambassadors, apprenticeships, and graduate programs in collaboration with educational institutions and industry leaders. These programs advocated for the sector, promoted its diverse career opportunities, and inspired future generations of women to consider careers in these fields.

Finally, we continuously refined our HR dashboard to include diversity metrics, allowing us to monitor and promote the integration of inclusion and diversity into our organizational culture. These efforts ensured that diversity remained a central focus and a key driver of our strategy moving forward.

The commitment from Trant Engineering for the coming year

In 2025, we will continue our efforts to address the gender pay gap by focusing on inspiring the next generation of female engineers. We plan to arrange school visits from our female engineers, showcasing engineering as an inclusive and accessible career path. Additionally, we will work towards creating a transparent pay and benefits structure, ensuring clarity and fairness across all roles. Our advocacy for women in engineering will be reinforced through active participation in social media campaigns such as International Women's Day, National Apprenticeship Week, and Women in Construction Week, alongside our involvement in the Inspiring Women in Construction and Engineering Conference. "We will continue to develop and promote family-friendly policies, including the introduction of an enhanced occupational maternity policy, to better support employees with caring responsibilities. In addition, we will invest in inclusive PPE to ensure that women have access to properly fitting and appropriate workwear, helping to create a more equitable and supportive working environment for all. These initiatives will reflect our core values of trust, respect, care, and sustainability, promoting a work environment where everyone is treated fairly and given equal opportunities. Furthermore, we will continue to provide ongoing support through our Professional Forum, helping employees achieve membership and accreditation from professional institutions, ensuring that we care for the professional development of our workforce and sustain their growth in the industry.

Summary

The gender pay gap is not primarily a matter of equal pay; rather, it reflects an imbalance in gender representation within the company, highlighting challenges related to the retention and progression of women into higher-paying roles. It's not just a pay issue; it's about achieving a more balanced gender composition at all levels. Women in engineering often face obstacles such as:

- Lower representation in senior leadership roles, which influences pay disparities.
- Unconscious biases that can impact hiring, promotion, and professional development opportunities.
- A lack of visible role models, making it more difficult for women to see a clear pathway to career advancement.
- Structural barriers, such as limited flexibility in traditionally male-dominated sectors, which can affect career progression.

We are confident that we are offering equitable pay to female and ethnically diverse employees, based on a comparable global career structure. Our primary focus for closing the gender pay and bonus gaps is increasing the representation of women in senior roles.

Methodology Overview

Gender Disclosure Rate: The calculations are based on a full disclosure rate of 100% for gender.

Eligible Workforce: The gender pay gap analysis includes all UK-based employees who were directly employed as of the snapshot date (5 April 2024). This excludes self-employed contractors and agency workers hired through agencies, in line with the definition of "relevant employees" as outlined by the applicable Regulations.

Pay and Bonus Gap Calculation:

Ordinary Pay: The gender pay gap is calculated using "ordinary pay," which refers to gross earnings before tax deductions. This includes basic salary, any allowances, shift premiums, and pay for time off. It does not account for overtime, leave buyout pay, redundancy payments, or compensation provided in forms other than money.

Bonus Pay: The bonus gap is calculated based on compensation related to profit sharing, commissions, incentives, or productivity-related payments, which can be in cash, vouchers, securities, stock options, or similar forms of remuneration. This does not include ordinary pay, overtime, redundancy pay, or severance payments.

Employees on Leave: As per the Regulations, employees who received less than full pay (e.g., during periods of leave without pay) within the relevant pay period are excluded from the gender pay gap calculations. However, employees on full pay (such as those on fully paid sickness leave or family leave with a pay top-up) are included. All employees, regardless of whether they received partial or full pay, are included in the bonus pay gap analysis.

Data Sources: The data used for calculating pay and bonus gaps was extracted from our internal Payroll and HR systems.

Gender Declaration: The gender information provided for payroll purposes, in accordance with legal requirements, was used in the calculations.

This document presents the gender pay gap data for Trant Engineering Ltd as of 5 April 2024. I, Philip Trant, Managing Director, confirm that the information and data provided in this report are accurate and fully comply with the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ("Regulations").

Endnotes

1. *World Economic Forum: Global Gender Gap Report 2024*, [Global Gender Gap Report 2024 | World Economic Forum](#)