

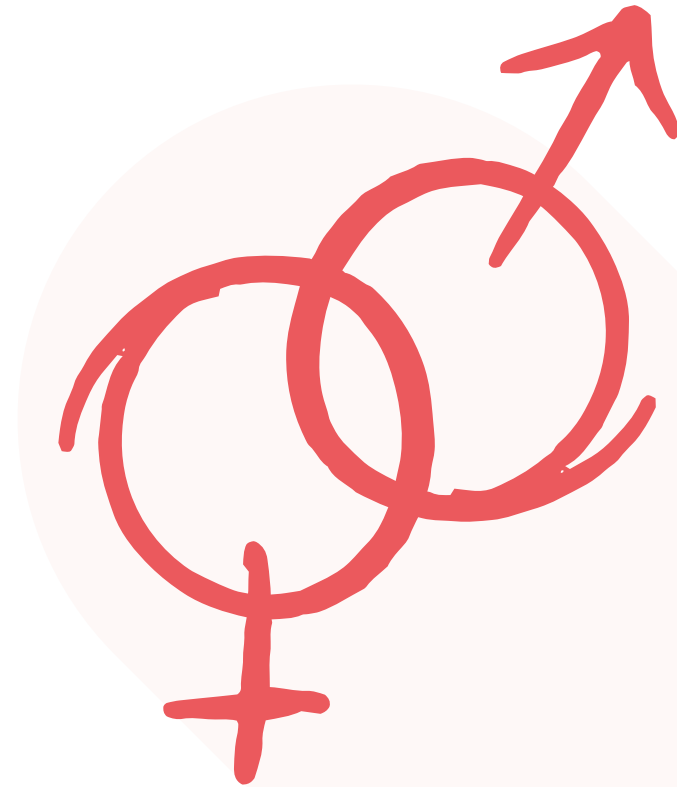


# Gender Pay Report 2020

Snapshot Date

06.04.2019–05.04.2020

**Gini Freeman,**  
HR Business Partner



01

# Written Statement Foreword



**This is our fourth annual Gender Pay Gap Report, with data taken from the snapshot date of the 5th of April 2020. We are pleased to report that our efforts through 2019 and 2020 have brought some positive impact on our Gender Pay Gap and remain committed to delivering significant progress in the mid to long term.**

It is crucial that we each challenge ourselves to achieve more. Inclusion and diversity have become more prominent in our business and driving change is high on our list of priorities. Nuvia can only achieve its objectives with the support of our people, who should all be encouraged and able to reach their potential, whatever their background.

I personally believe that last year saw a real energy within the business to enhance our culture and empower people to challenge conventional thinking. There is real excitement and energy over our future and it is vital that we attract, retain and develop the best people in an environment where different thinking, ideas, experiences and perspectives are central to strengthen a transparent and collaborative culture where the highest levels of customer care – both internal and external are met.



I confirm the data reported is accurate

Richard Fearnside  
HR Director

“

Diversity creates an environment where we are confident to bring our whole selves to work and creates an environment where we can be innovative and creative.

”

Lindsay Sedwards  
SHE Manager

Nuvia ED&I Champion  
WiN UK Safety Health and Environment Lead & WiN Central England Events and Outreach Lead



01

## Introduction

**Gender Pay Reporting helps us measure the status and progress of gender equality in our workplace. It helps us to break down industry stereotypes, it highlights the need for female role models and it forms a key reference point for our Equality, Diversity and Inclusion agenda.**

A diverse workforce will provide Nuvia with a wide talent pool where different viewpoints enable greater productivity, innovation and creativity. As an established business with a proud heritage in the Nuclear industry, we have to recognise that we have a seniority gap where historically more men than women took up careers in Nuclear.

Our investments in encouraging more girls to consider careers in Nuclear will help provide balance at the earlier career stages. We also need to encourage women to progress to senior roles which will not only reduce the pay gap in due course but also help us achieve a target we have set ourselves with regards female leaders.

We are committed to the Nuclear Sector Deal Targets to help us achieve gender balance across our workforce. We have a responsibility to drive the Nuclear industry forward and challenge gender stereotypes.

We each have a role to play in ensuring that individuals are valued, treated with dignity and respect and that discrimination does not occur. The Board, along with all colleagues are responsible for implementing strategy, policies, objectives and working practices linked to equality, diversity and inclusion to ensure equal opportunity at all stages of engagement within Nuvia.



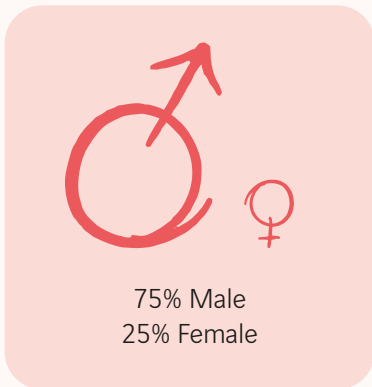
02

# Gender Pay Gap Data

We are pleased that our efforts in Equality, Diversity and Inclusion have seen positive improvements in the gender diversity balance year on year.

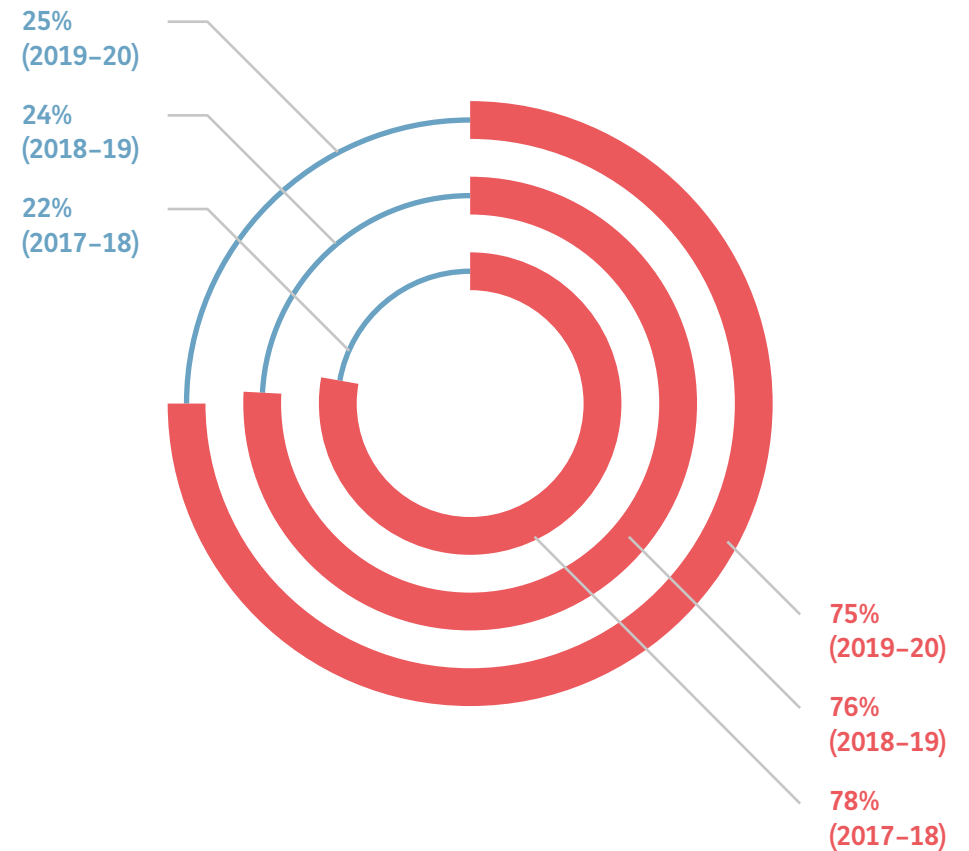


The efforts we have made over the past couple of years have helped us to release our internal target of 25% by 2020. This is a milestone in our journey to reach 40% female representation by 2030, in line with the Nuclear Sector Deal.



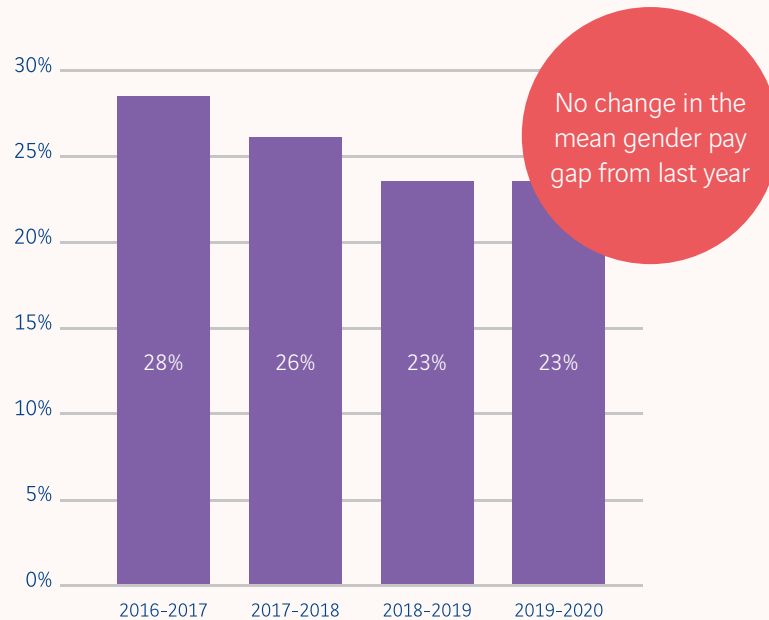
**Full Pay Relevant Employee Split**  
(as of snapshot date: 5th April 2020)

■ Male ■ Female

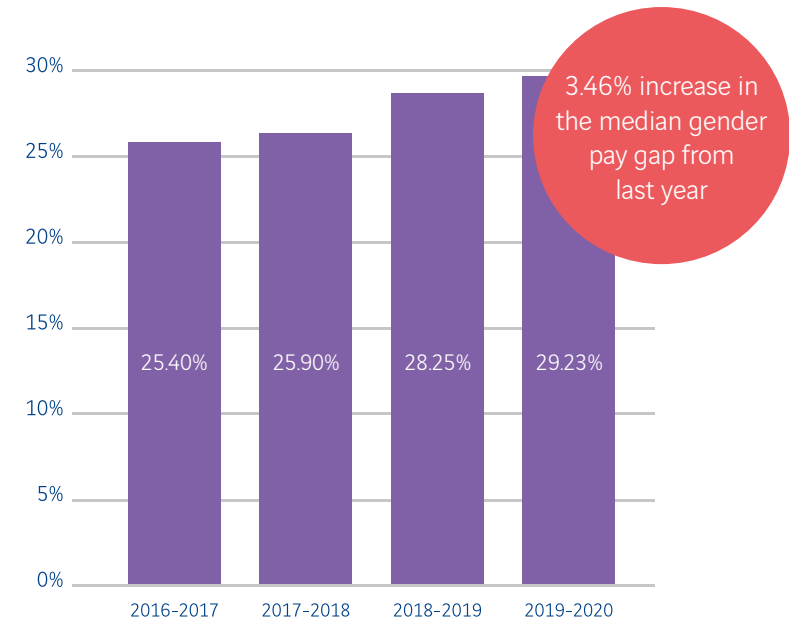


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## Gender Pay Gap Data



The Mean gender pay gap is **23.05%**, which remains unchanged from the previous year's figure. We need to encourage more women to seek careers in STEM and support their career progression to leadership roles within Nuvia.



The Median gender pay gap is **29.23%**.

The chart shows very small increases each year over the last four years at the median position. Further analysis found a reason for this is due to the bonus arrangements within the gender pay report calculations. Bonuses received were site specific or senior executive role related – both these areas currently have a higher proportion of men compared to women in them which has a negative effect.

Whilst we are putting into action several initiatives which we hope will improve female representation across all roles in the business, it is likely to take several years before these significantly impact our gender pay gap.

02

# Gender Pay Gap Data

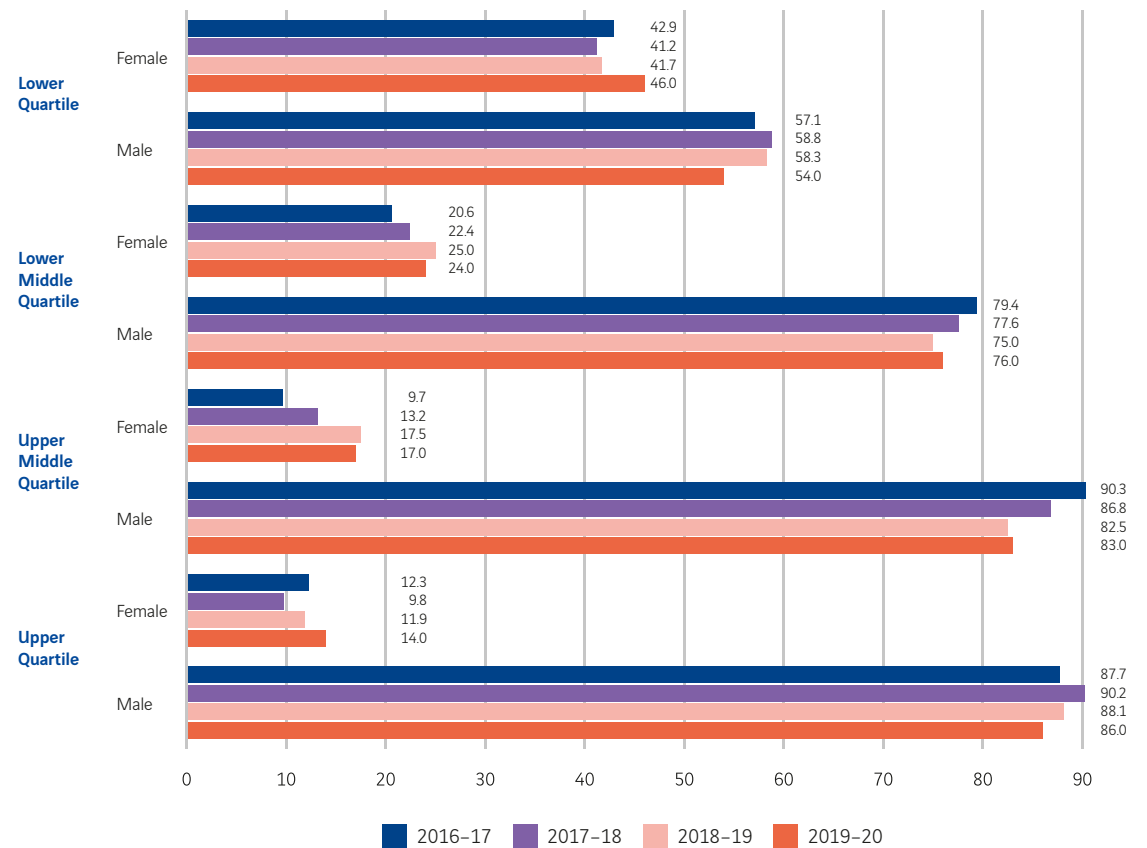
The data over the last four years shows positive movement within the quartile ranges.

The Lower Quartile has shifted further to be more balanced, efforts need to be concentrated to the middle and upper quartiles.



Through continuous monitoring of data we are aware that further improvements will be reported next year when addressing the female representation in each of the quartiles.

**Gender Pay Data – Quartiles Comparison**  
(last four years)



# Gender Pay Gap Data

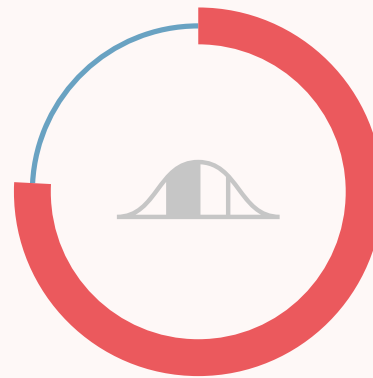
The quartiles below illustrates gender split in four quartile pay bands for 2020.

Lower Quartile



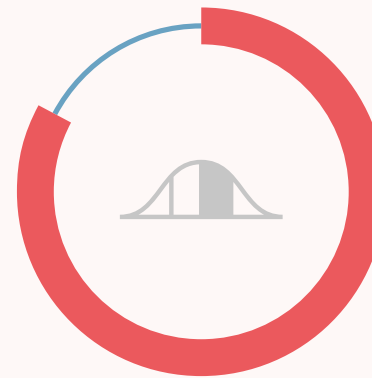
Male 54% Female 46%

Lower Middle Quartile



Male 76% Female 24%

Upper Middle Quartile



Male 83% Female 17%

Upper Quartile



Male 86% Female 14%

The Lower Quartile shows the lowest paid quarter gender split and at the opposite end of the spectrum, the Upper Quartile represents the highest paid quarter gender split. As can be seen, we have an almost even split at the Lower Quartile range, consisting of administrative and trainee roles. The Lower Middle consists of predominantly site workers which is where we see a high number of male colleagues. The Upper Middle Quartile consists of lower level management and engineering positions. The Upper Quartile is made up of technical and leadership positions.

Efforts need to be concentrated at attracting and retaining female colleagues at the blue collar level and in leadership roles.



02

# Gender Pay Gap Data

## Bonus Eligibility

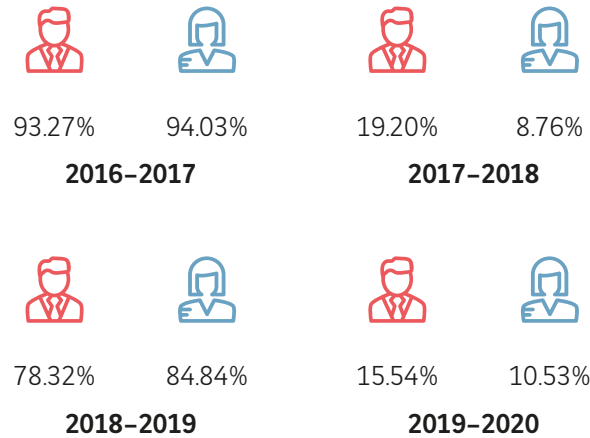
In 2019–2020, the employees who were eligible for a Bonus were site workers or Executives due to personal terms and conditions – both areas where the proportion of men to women is higher.

## Mean & Median Bonus Pay Gap

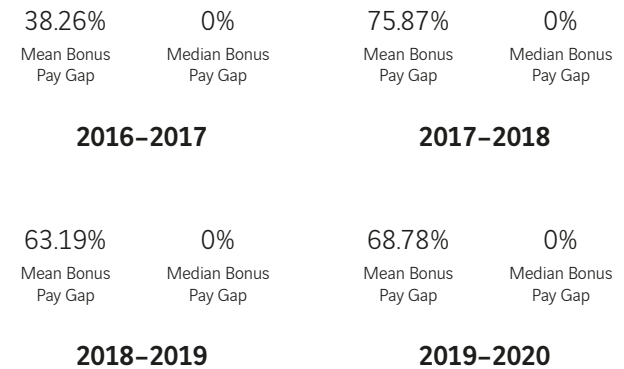
The median illustrates the balanced bonus approach taken within standard terms and conditions 0%.

The Mean bonus pay gap of 68.78% is an area to focus our efforts to reduce this gap.

## Bonus Eligibility



## Mean and Median Bonus Pay Gap Statistics



## Closing the Gap

We know that a truly diverse workforce is about every aspect of people's backgrounds, not only gender, but also ethnicity, religion, socio-economic status, sexual orientation and culture.

Our Equality, Diversity & Inclusion Working Group are delivering initiatives and having a positive impact on our workforce. In a diverse workplace, colleagues feel like they can self-promote, challenge bias, communicate their ambitions and are more likely to progress in their career. As gender diverse organisations are likely to produce better results, it is all colleagues that benefit which in turn acts to further motivate and increase job satisfaction and engagement levels.

We are committed to the Nuclear Sector Deal Targets on diversity; we have signed the NSSG organisational pledge to attract, develop and retain a diverse workforce and reach targets of:

- 40% of the UK Nuclear Workforce to be female by 2030.
- The proportion of women in senior management to be 25% by 2030.

Within Nuvia we have made some great progress against these targets and we endeavour to make more progress in line with our ED&I Strategy.



**One team is more than just a strapline; it is creating equal opportunities for all, regardless of gender. Believing in “One Team” is believing in equality, diversity and inclusion. We are all responsible.**

Victoria Derbyshire  
Quality Improvement Engineer  
WiN UK Quality Lead



## Closing the Gap

Nuvia strives to promote ED&I in our workforce and support the Nuclear industry in becoming more equal. Having conducted our gender pay gap analysis we appreciate the further initiatives we need to progress as part of the wider ED&I working group, starting with a more structured approach and setting objectives to help us to reduce the gender pay gap in our workforce. This will be driven by the working group, supported and sponsored by the Board.

### We have:

- Introduced augmented writing software tool to check that job adverts use gender-neutral language.
- Implemented Anytime Award to further recognise the achievements and talents of our people in the business.
- Implemented Agile and Flexible working successfully offering greater flexibility to our workforce enabling greater work life balance.
- Supporting the work of Women in Nuclear UK by having representation on the executive committee.
- Updated maternity and family leave policies to encourage the retention of talent.

### We will:

- Ensure we have gender balanced interview selection panels.
- Consider alternative software's to anonymise recruitment details.
- Set an ED&I Strategy to evolve to a fully inclusive culture.
- Focus on educating the workforce in a blending approach.
- Create further family friendly policies.
- Provide opportunity for women to be exposed to and encouraged into senior roles.
- Continue to educate managers and deliver diversity training for all people managers.



**We are aiming to create an environment where everyone feels their diversity at work is valued.**

Sally Cunliffe  
Risk Manager  
Nuvia ED&I Champion

