

## Gender pay gap report 2019



Gender Pay Gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Gender Pay Gap measures the difference between men and women's average salaries, which is different to that of equal pay. We are an equal opportunities employer and are committed to building a diverse and inclusive workplace, irrespective of gender.

# What is our gender pay gap?

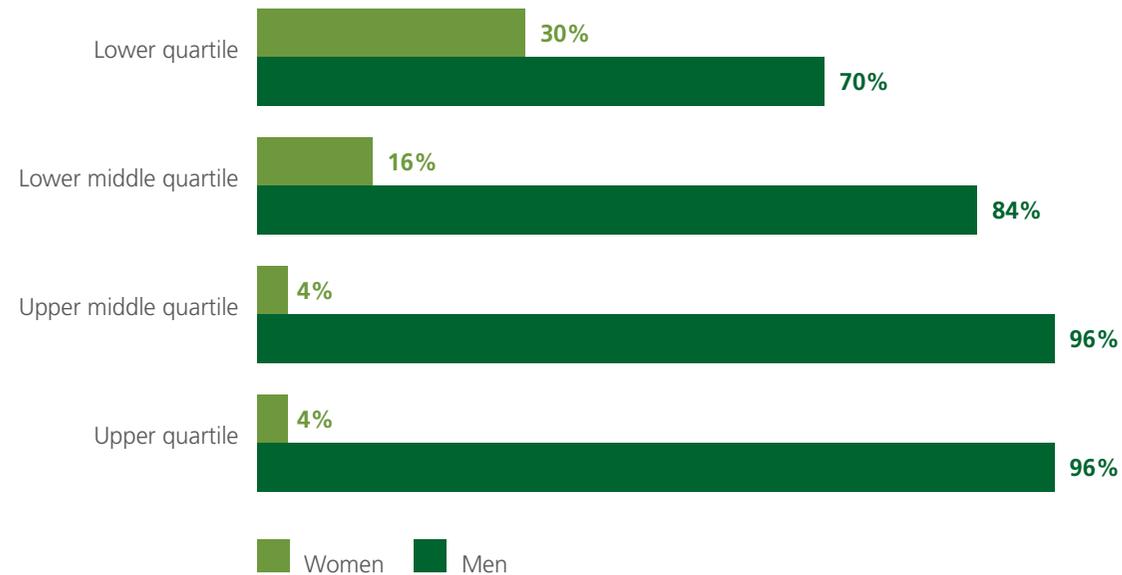
## DIFFERENCE BETWEEN MEN AND WOMEN

	Mean	Median
Gender pay gap	32%	42%
Gender bonus gap	62%	54%

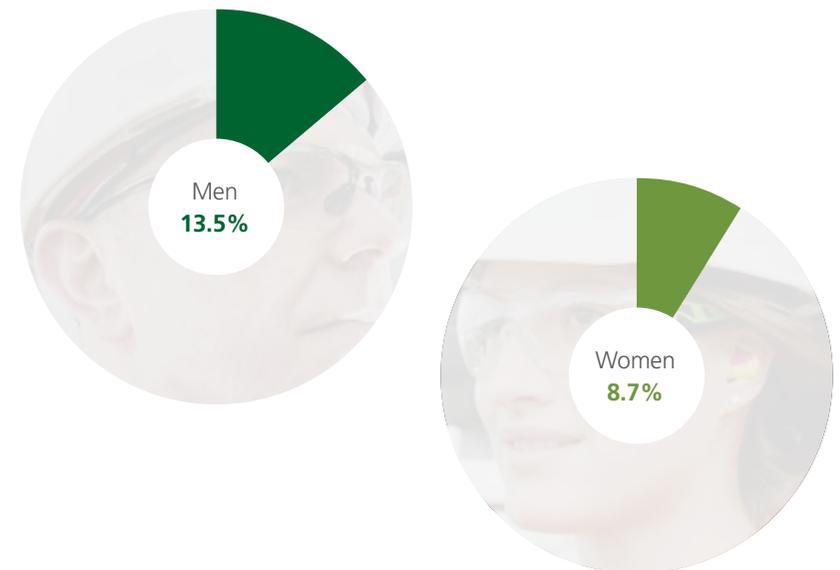
Mean is the 'average', derived from the sum of the numbers divided by the quantity of numbers.

Median is the 'middle' number in the sequence of numbers, listed from lowest to highest.

## PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



## PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT



# Analysing our gender pay gap



## OUR WORKFORCE

Our workforce remains predominately male, however in this reporting year, almost a quarter of new hires were women.

## BONUS PAY

Some bonus payments are dictated by clients and these roles are typically offshore, held by men. This is reflective of the proportion of employees receiving a bonus.

## ADDRESSING THE GAP

While there is a slight improvement in our Gender Pay Gap figures, Sparrows is committed to continuing to raise the awareness and importance of women in the workplace. There are examples of women being promoted within the business within this reporting year, myself included, following my promotion to HR Director in January 2019. 17.7% of promotions were women and almost half were Science, Technology, Engineering or Mathematic (STEM) roles.

The oil and gas industry continues to be typically male orientated, however to close our gender pay gap in future, we will continue to support all employees with their career aspirations. This includes encouraging women into the industry and providing the education, support and instilling confidence in those wishing to progress their career.

There have been a number of instances where women have started working for the company and have been supported through their further education, while at the same time gaining the practical experience in the working environment. One example is of a female engineer who was the first to hold the title of Contract Support Engineer, one of the more senior roles within our engineering

team, having progressed from an Engineering Assistant with Sparrows.

Another example is a female apprentice mechanic who has completed her Performing Engineering Operations (PEO) in mechanical engineering followed by a National Certificate and Higher National Certificate. Her enthusiasm and commitment has led to some offshore trips. On her first trip, she took an interest in the crane operations, supported by Sparrows, she has since gone on to complete her Stage 1 crane operator training. Her goal is to further her training and become Sparrows' first female offshore crane operator/mechanic, something which fits with the ethos of the upskilling programme and having 'dual role' individuals available offshore.

We are very fortunate to have many long serving staff members, including a member of our senior management team who received her 30-year service award. Having started within the administration department, Sparrows supported her through her professional qualifications.

We continue to support schools in preparing the future workforce beyond education. Staff from the HR and recruitment teams conducted mock interviews with pupils and feedback was

provided to help them prepare for what to expect in an interview situation.

Education support is further demonstrated following recognition from Skills Development Scotland (SDS), Scotland's national skills body, for our commitment to engineering bright futures for young people as their Youth Employer of the Month for June 2018.

#### **ACCURACY STATEMENT**

I confirm this report has been produced in accordance with the guidelines and is an accurate reflection of data as at the snap shot date.

For and on behalf of Sparrows Offshore Services Limited.



**Laura Lee**  
**HR Director**



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