

Gender pay gap report 2020



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?

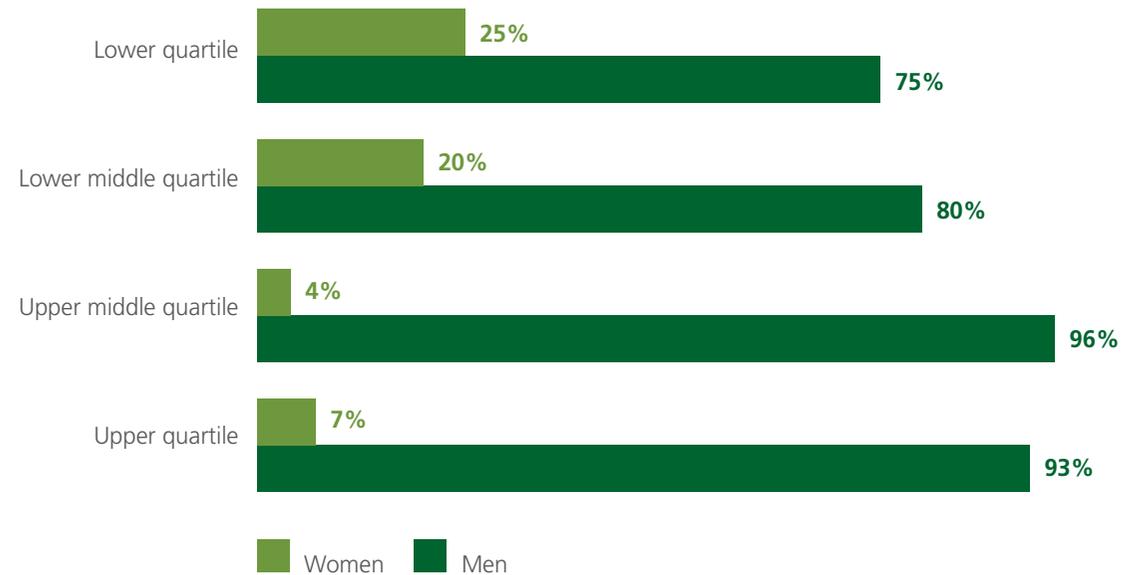
DIFFERENCE BETWEEN MEN AND WOMEN

	Mean	Median
Gender pay gap	25%	37%
Gender bonus gap	45%	-67%

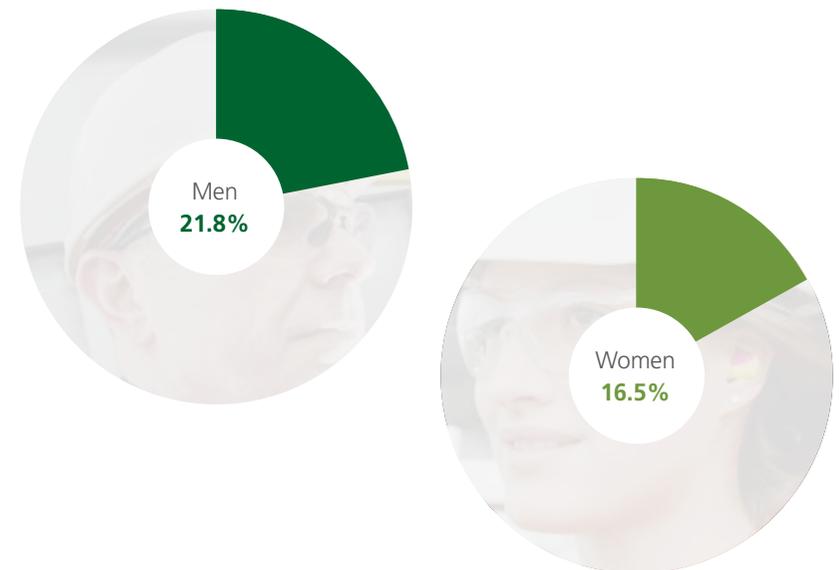
Mean is the 'average', derived from the sum of the numbers divided by the quantity of numbers.

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



COVID-19

As with all businesses, Covid-19 has affected ours and we utilised the governments Coronavirus Job Retention Scheme (CJRS) which has had an effect on our reporting figures due to those on Furlough at the snapshot date, not eligible to be included for reporting purposes. Therefore, we are unable to directly compare with the 2019 report. We will however, provide information on what we are continuing to do to work to close the gender pay gap within our organisation.

OUR WORKFORCE

Due to the industry we operate in, our workforce continues to primarily be of interest to men for the positions we have available within an offshore capacity. Onshore, we recruited for a senior manager position which was filled by a female and another senior management promotion was awarded to a female who started in one of the support functions and progressed with the support of the company.

BONUS PAY

As mentioned in previous reports, it is important to note that these figures include bonuses that are dictated by clients and some are also in relation to our spot bonus scheme.

ADDRESSING THE GAP

Sparrows remain committed to providing both male and female employees the opportunity to advance their career within Sparrows and support them in doing so.

The female apprentice mechanic I mentioned in my 2019 report continues to do extremely well. She has since won the North East Scotland College Apprentice of the Year for Engineering award and was shortlisted as a finalist for the Scottish Apprenticeship Awards in the Apprentice of the Year – SCQF level 6+ category. These are both a testament to the hard work she has put into her apprenticeship.

One of our workshop employees who completed her apprenticeship with us and is now a fully qualified hydraulic technician was invited to speak at the college as one of their student ambassadors as part of Scottish Apprenticeship week, which will encourage and inspire females into STEM (Science, Technology, Engineering or Mathematic) roles.

We have working relationships with local schools to educate and encourage pupils in terms of what subjects they may wish to consider should they want to pursue a career

in a STEM role and raise awareness of this from a young age. An example of this was a visit to our training centre in early 2020 from senior academy pupils as part of the 'Girls in Energy' group we continue to support. They spent time with some of our engineers and technicians learning about the range of job types in the industry and how they can pursue different roles.

One of our support function employees was presented with a Head of School Award for achieving grade A results in all of her module assessments and passed with Distinction following completion of the first year of her Graduate Apprenticeship as part of her BA (Hons) Business Management studies. She was also identified as a candidate for our three-day leadership programme, providing her with the tools for her current role and to develop her career further within Sparrows.

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



Laura Lee



Sparrows Offshore Services Limited
Scott House
Denmore Road
Murcar Industrial Estate
Aberdeen AB23 8JW

T: +44 (0)1224 704868
F: +44 (0)1224 825191
E: hroperations@sparrowsgroup.com
www.sparrowsgroup.com