

## Gender pay gap report 2018



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?

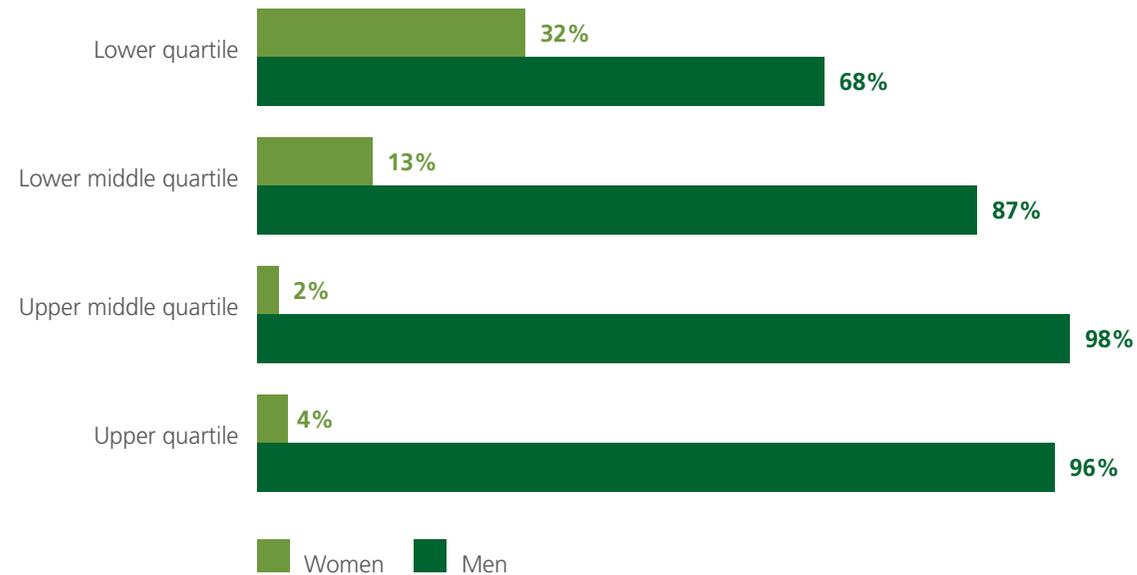
## DIFFERENCE BETWEEN MEN AND WOMEN

	Mean	Median
Gender pay gap	35%	44%
Gender bonus gap	-2%	-77%

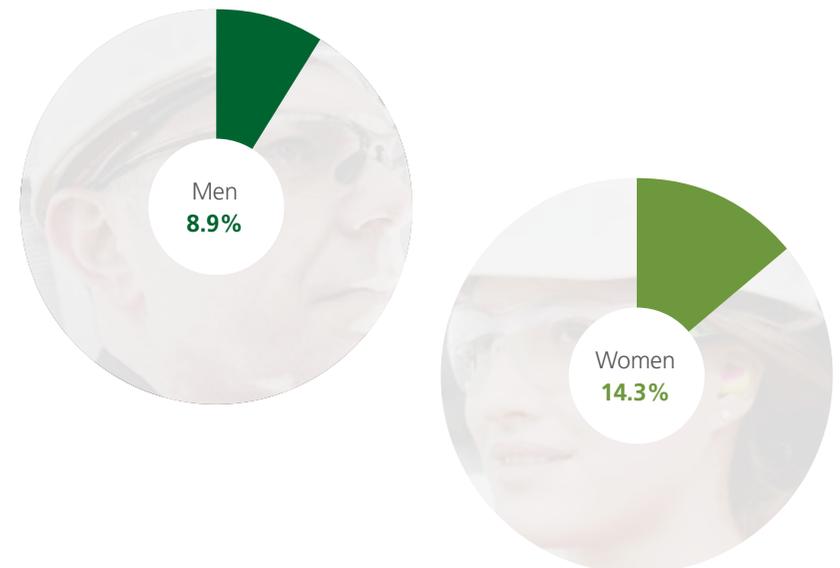
Mean is the 'average', derived from the sum of the numbers divided by the quantity of numbers.

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

Since our last report was published, 20.8% of the females recruited are in our engineering or workshop teams. The variance in the mean pay gap is associated to 82% of new starts recruited during the year being male and 75% of them holding a STEM role within the organisation.

## BONUS PAY

There is very little difference between genders for the mean bonus gap with females receiving 2.5% more than their male colleagues. Compared with the median bonus which sees females receive a higher average percentage of 77.4%.

Due to the downturn in the industry, we have paid very few bonuses over the last few years. We operate a spot bonus scheme where employees can recommend their colleagues to receive a small award for an exceptional initiative or performance.

## ADDRESSING THE GAP

There has been a lot of focus on apprenticeships with the company recognising that this group are our future talent and we need to nurture and provide them with as much exposure and different opportunities within the workplace as possible. This will provide them with a solid foundation to enable them to be successful in their careers from the very beginning.

We have 27 Graduate, Modern and Foundation Apprentices in total who are studying within their roles which includes support functions such as IT, Payroll and Logistics. While it is more common for males to be interested in an apprenticeship from a trade or Science, Technology, Engineering or Mathematic (STEM) perspective, we actively encourage females into this arena and have seen great success with those we have employed to date. Examples include female apprentices from our workshop being provided with offshore experience to further their knowledge and understanding of our business and industry.

One female has successfully completed her apprenticeship and is now a fully qualified hydraulic technician. She was invited to speak at the Aberdeen Chamber of

Commerce for Skills Development Scotland “Investing in Skills” event during the Scottish Apprenticeship Week. She was also awarded with the prestigious Apprentice Award in September 2017 at the Press and Journal Gold Awards, in association with Energy Voice.

In addition to supporting apprentices, Sparrows is committed to supporting both male and female progression within the organisation. This was demonstrated with a recently promoted female design draughtsperson who completed her apprenticeship with Sparrows being provided with a new and exciting opportunity to work in one of our Asia Pacific offices for a short period of time. During her secondment she was given exposure to elements of the engineering process she had not previously been involved in, as well as international experience.

Sparrows provide support to local schools where possible and hosted a ‘Girls In Energy’ group who visited Sparrows and met with female engineers and apprentices to learn about their different roles in the hope that this will encourage them to consider a role in engineering and see first-hand how Sparrows support and encourage their female engineers.

Sparrows also supported a group of male and female academy pupils participating in the Engineering Education Scheme (EES) challenge. They were provided with an engineering challenge specific to Sparrows and undertook this at our training facility. They were supported by staff from various departments across the company, including design and finance at our training facility.

#### **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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