



# THE BRISTOL PORT COMPANY

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## Gender Pay Gap

I am pleased to report we are making incremental progress with increasing our % of female employees (now 8.2%). As stated in last year's Gender Pay Gap report, fair and transparent management sits at the very core of our independently-run, family business. We have continued over the past year to employ and promote strictly on a meritocratic basis, awarding positions to those who are best able perform them, irrespective of traits such as gender, race or religion. Our gender pay gap figures for 2018 are as follows (2017 figures in brackets):

	Mean	Median
Gender pay gap	15.21% (9.60%)	25.20% (25.07%)
Gender bonus gap	55.12% (44.13%)	0.00% (32.43%)

  

Males who were paid a bonus	81.13% (80.84%)
Females who were paid a bonus	73.08% (71.74%)

  

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Males	92.37% (94.16%)	97.71% (98.54%)	94.66% (88.32%)	79.39% (91.24%)
Females	7.63% (5.84%)	2.29% (1.46%)	5.34% (11.68%)	20.61% (8.76%)

Much of our operations remain of a very physical nature and so most of our employees are male. However, the proportion of female employees increased during the year, rising from 7.5% to 8.2% of the workforce, with 12 out of the 86 new employees taken on during the year being women. One of these new employees was a director of our engineering department, a vacancy for which we received no female applicants. Discounting this position, the average hourly pay rate for the 12 new female employees was £10.35 versus £10.14 for the 73 new male employees.

Most of the 86 new employees were filling entry-level vacancies and so fell in the fourth quartile. This has had the impact of increasing the headline measurement of the Gender Pay Gap from 9.60% to 15.21%. However, the reduction of female employees in the third quartile and corresponding increases in female employees in the first and second quartiles demonstrate that a greater proportion of the female staff have moved up to higher pay grades during the year than the male staff.

Our generous Profit-Related Pay scheme continued this year. All permanent staff (excluding directors) regardless of level, experience or gender receive an equal annual bonus, pro rata to their contracted hours. The proportion of females who received a bonus increased from the prior year and there was no difference at all between the male and female median gender bonus gap.

Our retention levels remain high for both male and female staff, indicating a content workforce. While this may limit the opportunities for staff progression if vacancies do not arise, our training and succession planning will ensure that both men and women will have equal opportunities to progress to more senior roles throughout the business when they become available.

I confirm the gender pay gap figures contained in this report have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Brown  
Chief Executive Officer