

Gender Pay Gap Report

Carnell Support Services Limited (“Carnell”) provides specialised maintenance and civil engineering services to support the UK transport and infrastructure sectors.

Carnell concentrates on working with our clients and suppliers to improve value and develop innovative techniques, which provides sustainable solutions whilst keeping our workforce safe. Our areas of expertise can be split into four areas; Infrastructure, Drainage, Specialist Surveys and Technology. However, these services overlap, with our teams working together to effectively achieve our clients’ objectives.

This is Carnell’s fourth report and is for the snapshot date 05 April 2022.

On the snapshot date, Carnell employed 262 relevant employees. 90.1% of relevant employees were male, and 9.9% were female.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Category	Current year	Previous year
Mean gender pay gap	30.2%	21.3%
Median gender pay gap	31.5%	19.2%
Mean gender bonus gap	52.2%	151.6%
Median gender bonus gap	-12.5%	-80.0%
Male employees receiving a bonus	82.2%	53.2%
Female employees receiving a bonus	80.8%	61.3%

Both the mean and median gender pay gaps have worsened during the period. This is primarily due to a decrease in females in the highest pay quartile and an increase in females in the lowest paid quartile.

Proportion of males and females in each quartile

	Current year				Previous year			
	Upper	Upper Middle	Lower Middle	Lower	Upper	Upper Middle	Lower Middle	Lower
Males	95.4%	95.0%	97.1%	73.8%	91.4%	95.7%	96.8%	83.0%
Females	4.6%	5.0%	2.9%	26.2%	8.6%	4.3%	3.2%	17.0%

What is Carnell doing to address its gender pay gap?

It is the policy of the Company that there shall be no discrimination or less favourable treatment of employees or job applicants in respect of age, race, colour, ethnic or national origins, religion, sex, disability, political beliefs or marital status. The Company engages, promotes and trains staff on the basis of their capabilities, qualifications and experience, without discrimination, giving all employees an equal opportunity to progress within the Company.

Carnell has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, or any other characteristic set out above. Carnell became a real living wage employer in February 2023.

Pay structures in the business are fundamentally different for weekly paid site based employees and monthly paid employees. Site based employees make up the majority of the workforce, and their pay structure includes enhancements for night work and over time. Monthly paid (non site) employees will not typically benefit from either of these pay enhancements, but are incentivised on performance by way of a bonus. As females are more highly represented in our monthly paid employee headcount than in our site based employee headcount, this results in a median gender bonus gap that is in favour of females.

Carnell has been successful in attracting female applicants for roles in its support services, however, the proportion of women applying for operational and technical roles remains relatively low. We believe this is as a result of being in the construction and civil engineering industries, which do not attract enough females in order to fill the vacancies on offer.

We refreshed and updated our EDI strategy and policy during 2022. This saw us set up a new internal working group and become inaugural members of a Group level forum. We continue to be a signatory to the CIHT Diversity and Inclusion charter.

Carnell became a platinum member of Women into Construction and a member of Women into Transport through Kier during 2022. This highlights our commitment to increasing females in industry. This allows us for example, to promote out vacancies through these websites and engage in opportunities to share ideas and learning.

We regularly attend STEM events across the UK to help educate school and college pupils of the opportunities within the construction and civil engineering industries.

Leigh Manton
Finance Director
27 February 2023