

# Gender Pay Gap Report 2023

SNAPSHOT DATE 05/04/2023

REPORTING PERIOD 06/04/2022 - 05/04/2023

Gini Freeman, HR Manager



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# Introduction

Gender is only one element of Equality, Diversity & Inclusion. It is a particularly important area in NUVIA and the nuclear industry as we try to address this under-represented group in our workforce with positive action. We have driven ED&I forward in NUVIA working with Women in Nuclear (WiN) and collectively through networking in the sector with the ED&I Alliance.

It is essential that we provide an environment that is attractive, where all can be themselves, they can thrive and remain part of the team and develop to support the nuclear renaissance working towards achieving net zero.

**Inclusion starts with 'I'** it takes all of us to make a difference in the ED&I space, it is all of our responsibility. Inclusion is important to NUVIA not only across gender but intersectionally throughout our workforce to enable employees to feel comfortable in bringing their whole self to work. Whilst this report focuses on gender, we are continuously extending our inclusion initiatives to all characteristics. Collaboratively it takes us all to make a difference.



INCLUSION



# Introduction



● NUVIA's ED&I Working Group have continued their efforts to educate our employees & developing our leadership team. NUVIA values diversity and inclusivity, creating an environment where women feel valued, can thrive and achieve their full potential. We have been focusing on 'Belonging' and creating an enhanced culture where employees feel they can be their true authentic self. Although all areas of BEDI are important to us.

● ***'Belonging; celebrating our differences, our individual uniqueness, a place where everyone feels welcomed and valued.'***

Our ED&I Champions have stated that:

● "If you are always trying to be normal, you will never know how amazing you can be". Maya Angelou. 'So, be amazing, its exactly what the nuclear industry needs as it moves forward into a new era.' *Nicky Edson, Technical Services & Consulting Director*

● **'Diversity** is a fact, but inclusion is a choice we make every day.'  
*Philip Kyeremanteng, Environment & Sustainability Manager*

● **'Inclusion** means creating pathways to help everyone feel safe and empowered in the workplace. Asking more questions and opening doors for open communication.'  
*Emma Butler, Radiation Protection Engineer*

● **Equality** same rights to all people fair treatment and opportunity for all taking into account all protected characteristics. Equity is offering rights & opportunities fairly, catering to people's differences so they are given fair access to the opportunities.





# Introduction

The gender pay gap is a measure designed to show the difference between the gross hourly earnings for all men and the gross hourly earnings for all women in an organisation. This is without taking into account individual roles, responsibilities and seniority level. It is important to note, a reported gender pay gap does not mean women are paid less than men for doing the same job, but it does show that, on average, that men occupy higher-paying roles than women.

We recognise that our gender demographic is reflective of our sector, which needs progressing. We are committed to supporting gender equality in Engineering, Construction and the Nuclear industry to address one of the greatest economic and current sector challenges. We have a responsibility to drive the nuclear industry forward in this area for the benefit of future generations. We work towards this by implementing many positive initiatives to try and tackle this actively.

**'NUVIA is committed to providing a safe working environment for our employees regardless of gender. Inspiring today and tomorrow – NUVIA is committed to attracting and inspiring the next generation of the nuclear workforce that is representative of society, whilst retaining and upskilling our current colleagues.'**



# Written Statement

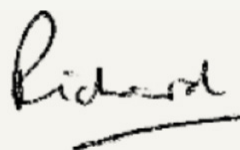


This is our seventh annual Gender Pay Gap Report, with data taken from the snapshot date of the 5th of April 2023. We are pleased to report that our initiatives throughout 2022 and 2023 have again brought further improvements to our Gender Pay Gap.

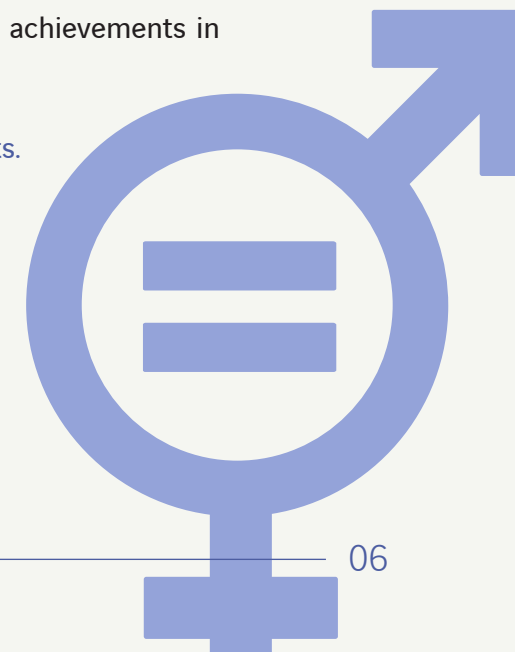
Roles within the Nuclear industry and Engineering and Construction have for decades been male dominated, but we are committed to working towards a greater gender balance across our workforce. We know that diverse organisations are more fruitful in their operations and enjoy higher levels of performance, but only when there is an inclusive culture. We have made significant inroads through workforce development and awareness; collaboration across industry and sector; sharing and learning best practice and regular promotion of ED&I (Equality, Diversity & Inclusion) activities and initiatives to support our commitment – all underpinned by our ED&I Working Group and ED&I Strategy.

Seeing further reductions in both mean and median results demonstrate the dedication we have at NUVIA to build a diverse and inclusive workplace. Whilst we are proud of and encouraged by our achievements in reducing the gender pay gap, there is still work to be done.

I confirm the data reported is accurate and in-line with the mandatory statutory requirements.



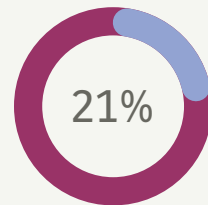
Richard Fearnside,  
Culture & People Director



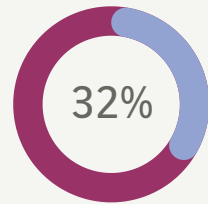
# Gender Pay Gap Data

Our workforce has seen an increase in female representation from 21-24% since the start of NUVIA gender pay gap reporting.

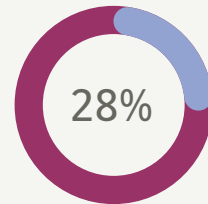
Our focus over this period has been supporting changes in the business. Positive action has been taken to work towards improving our gender balance and an overall more balanced diverse workforce.



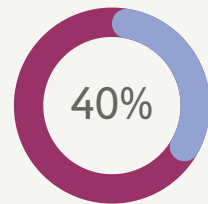
of our female colleagues are in Leadership positions on the snapshot date.



of promotions in the reporting period were female colleagues. 7% of male colleagues were promoted in the reporting period. 10% of female colleagues were promoted in the reporting period.

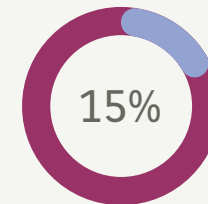
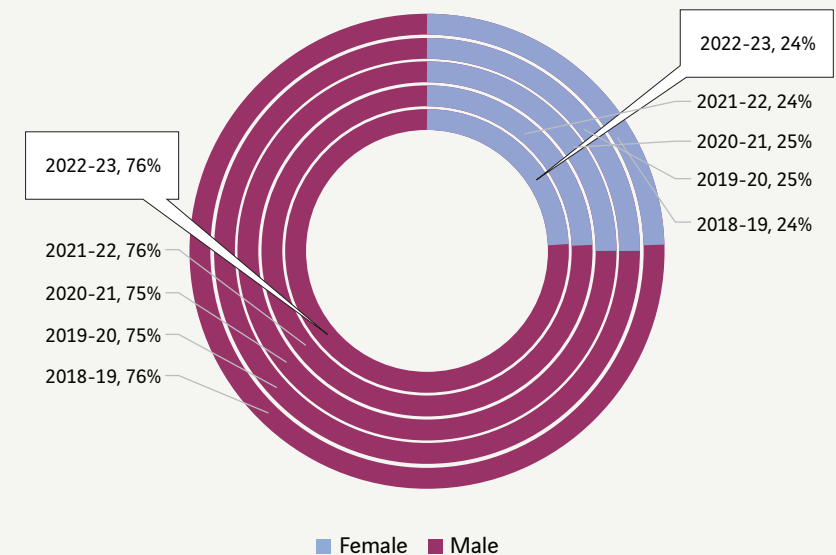


of our Board members were female in the reporting period.



40% of employees who attended Leadership training were women. A further tailored leadership community program was launched with 30% of the attendees female.

**Full Pay Relevant Employee Split**  
(snapshot date 5th April 2023)



of job applicants were female. 85% of job applicants were male. 18% of new starters during the reporting period were women.



Mean = Hourly rate total/ no. full pay relevant employees  
Median = Mid point of hourly rate's

# Gender Pay Gap Data

The Mean gender pay gap has reduced to **14.47%** dropping to the lowest recorded level at the mean.

The Median gender pay gap has also reduced to our lowest recorded level of **15.95%**.

We have started to see as a result of internal promotions more female's occupying senior positions. However, we also see a higher percentage of part time workers as females, which contributes to the gap above. We have been promoting part time working to all and have started to see a higher number of men requesting part time working.

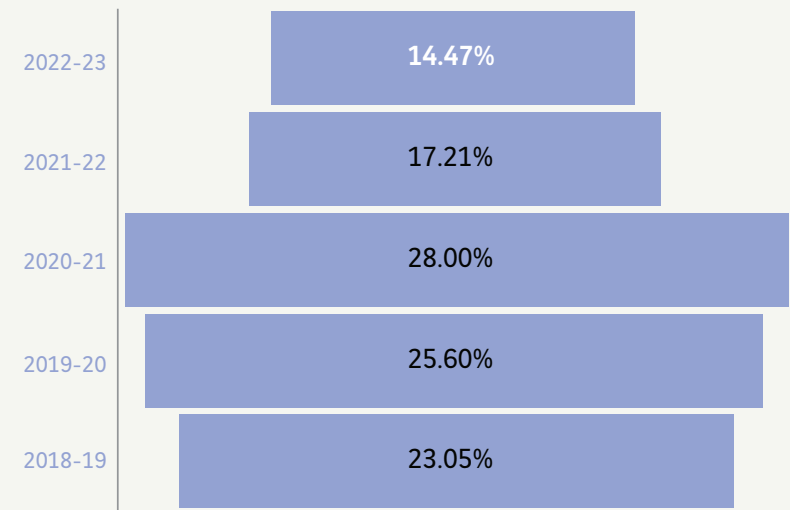
A higher percentage of men work on site, in roles which commonly have allowances associated with them that contribute to the hourly rate such as; Location, Retention, Secondment allowances & Sales bonuses. With our Recognition Award scheme, we see more women receiving recognition rewards with nominal monetary value than men.

**16%**  
decrease in the mean gender pay gap from last year

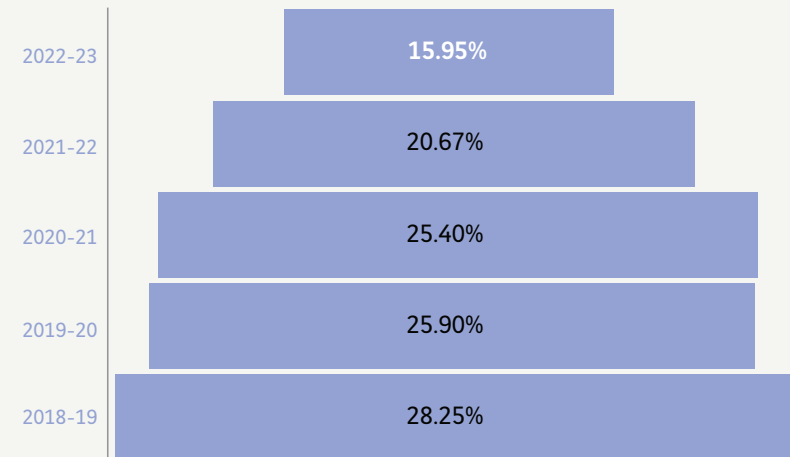


**22%**  
decrease in the median gender pay gap from last year

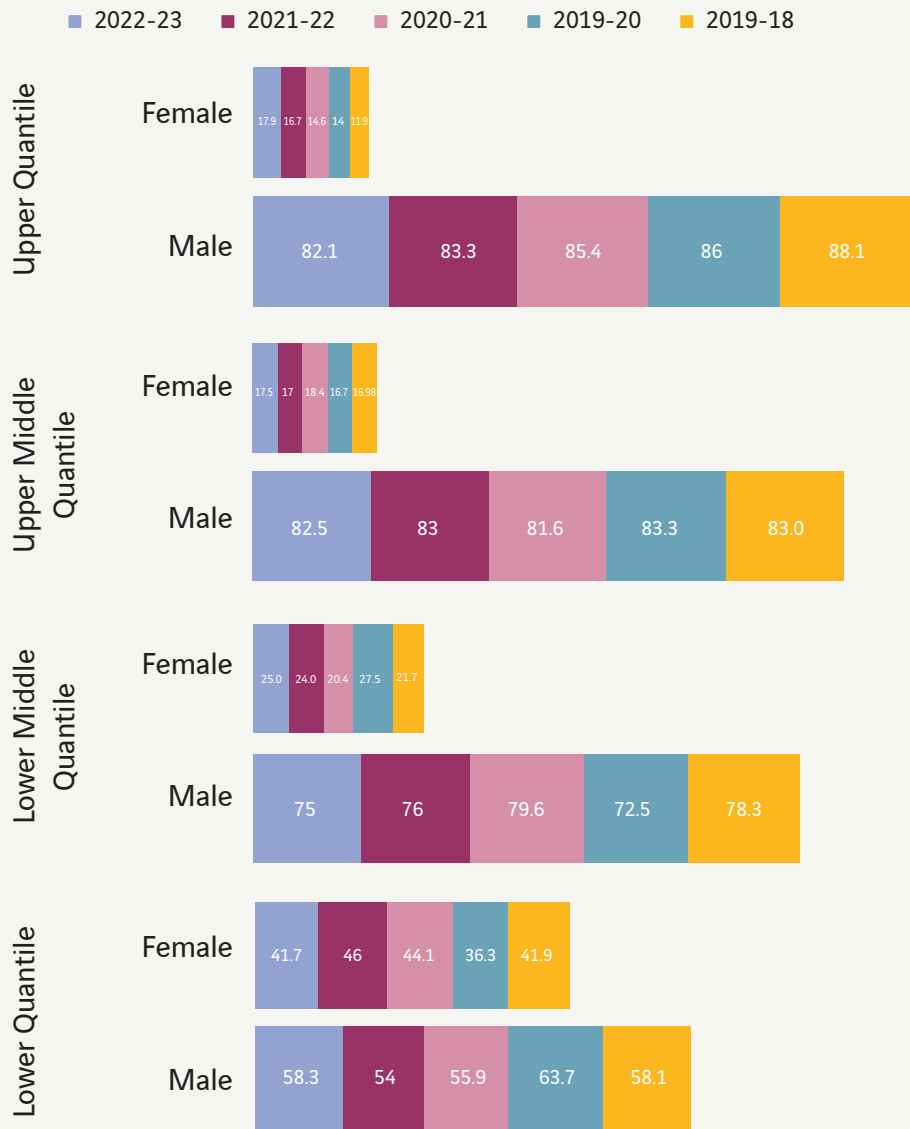
### Mean Pay Gap



### Median Pay Gap



### Gender Pay Data - Quartiles Comparison (last five years)



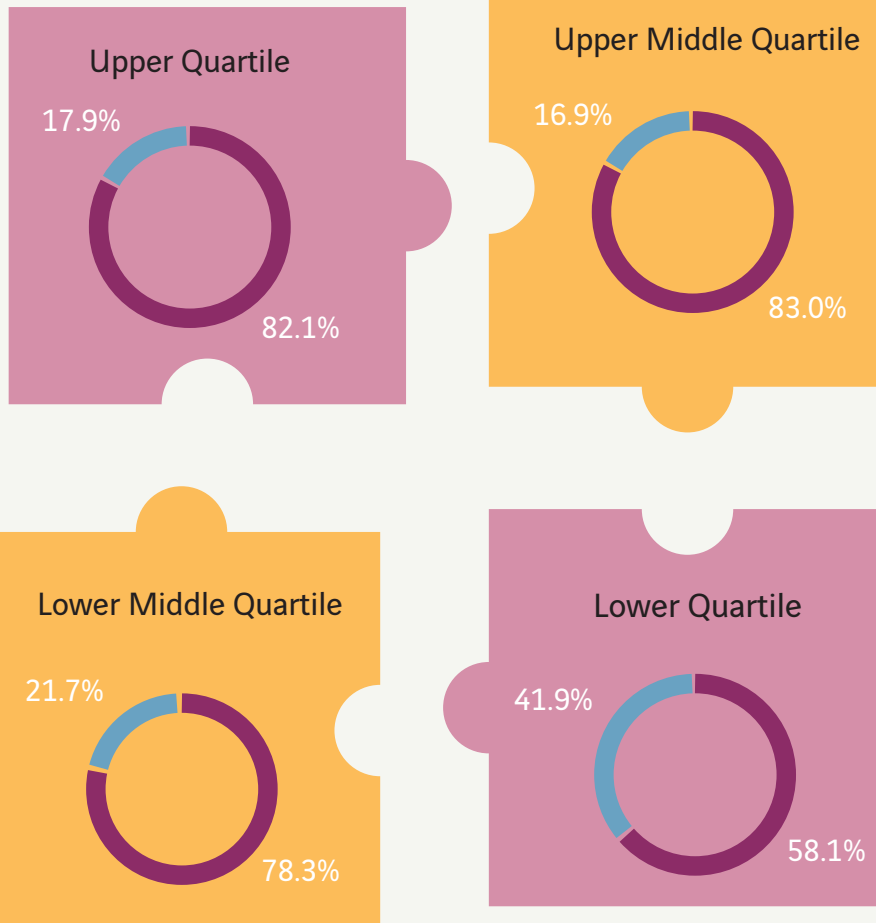
# Gender Pay Gap Data

- The data since the last reporting period at both the Upper & The Upper Middle shows positive movement for females.
- Lower Middle Quartile has a greater number of male colleagues, as we see many site workers dominate this quartile
- Lower Quartile illustrates a move towards a greater balance from the previous reporting period after an increase of more males into this quartile.
- Over the last 5 years, we have seen increases in the percentage of females from the Lower Middle all the way to the Upper Quartiles.



# Gender Pay Gap Data

■ Male ■ Female



## UPPER QUARTILE;

this population has increased slightly as has the female population within it. At each of the quartiles female average pay, based on the hourly rate is greater than the male average pay from the Lower to the Upper Middle Quartile.

## UPPER MIDDLE QUARTILE;

we have seen an increase in females in this quartile. The roles in this quartile consists of lower management, engineering, technical & some site management positions.

## LOWER MIDDLE QUARTILE;

Male representation has increased from 72-78%. Both genders has seen increase in headcount in this quartile. This consists of predominantly of site workers which is where we traditionally where we see a high number of male colleagues and some admin support roles.

## LOWER QUARTILE;

Female representation has increased from 36-41% in this quartile. This quartile consists of administrative, operative roles & career entry level roles.

At each of the quartiles female average pay, based on the hourly rate is greater than the male average pay from the Lower to the Upper Middle Quartile.



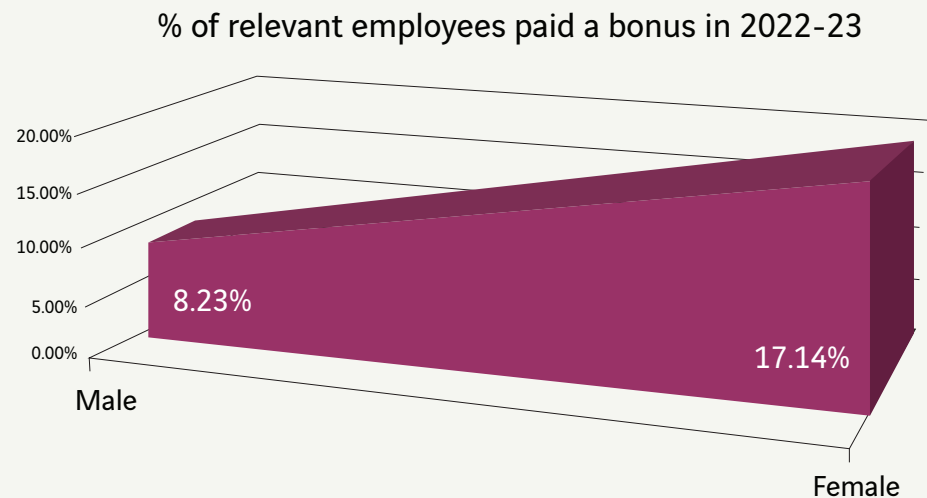
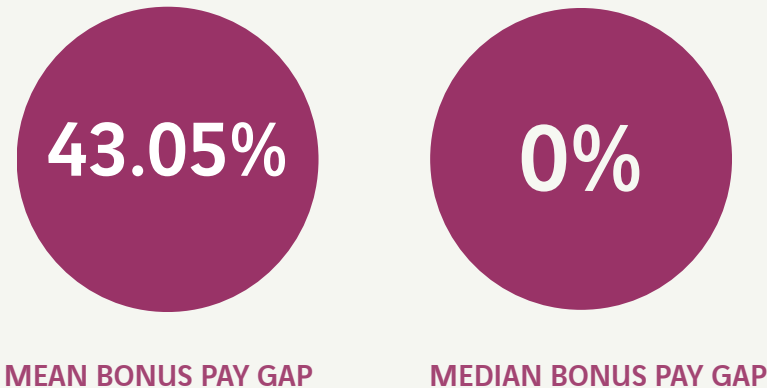
# Our Gender Bonus Gap

The percentage of males paid a bonus in the reporting period reduced from 15.38% to 8.23%, the percentage of females paid a bonus in the reporting period increased from 15.84 to 17.14%.

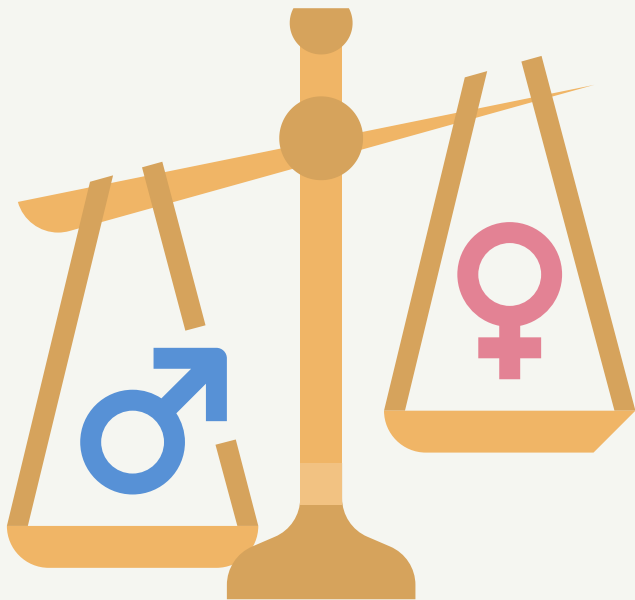
For the purposes of the government regulations, hourly pay is not limited to basic pay, it includes pay, allowances and bonuses. In 2022-23, some employees who were paid a bonus was due to site bonus arrangements, terms and conditions & award schemes.

The mean bonus pay gap increased from 21.25% (2021-22) to 43.05% (2022-23) it had reduced dramatically from the previous year from 68.8% (2020-21). This fluctuation is based on contractual bonuses featuring more frequently within roles with traditionally large male populations site based roles.

The median bonus pay gap stays static, based on operatives' terms and conditions bonuses at this level are of equal value which is evidenced at the mid point.



# Positive ED&I Actions

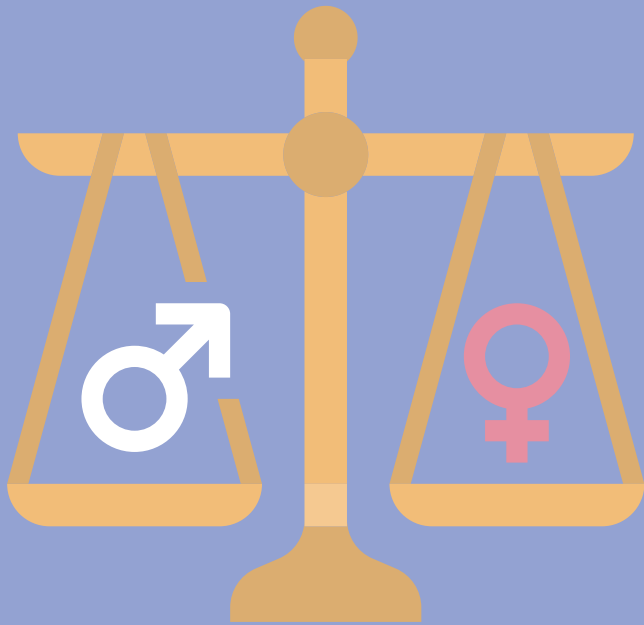


## We have:

- Continued to develop our leaders with Belonging, Equality, Diversity Inclusion workshops.
- Continued to develop our employees internally educating our employees with new ED&I communications quarterly forums.
- Continued to refresh the 'Inclusion Hub', including quarterly reporting via our ED&I Dashboard.
- Developed our connections across the nuclear industry, networking via the ED&I Alliance the Rainbow forum/ REiN.
- Developed our Menopause support signed the menopause pledge.
- Had external speakers deliver sessions for awareness of LGBTQ+ & other topics in our workforce to our employees.
- Held internal forums promoting our women Board leaders.
- Promoted the YGN & Stem Ambassadors across NUVIA.
- Promoted our ED&I activities through our newsletter.
- Worked to reduce the current number of colleagues who choose 'not to disclose' their equal opportunities information throughout building confidence.
- Registered as a Disability Confident employer and are committed to paying the Real Living Wage.



# Positive ED&I Actions



## We will:

- Develop our approach to ED&I and evolve the ED&I Working group, Champions and Board support ED&I further. Have Board Sponsors who will introduce future ED&I Forums & communications.
- Sponsor the WiN conference.
- Invest in the 'Hidden Disabilities Sunflower'.
- Collaborate across the industry to support the nuclear renaissance and supporting net zero.
- Further develop our menopause support; developing the intranet with a resource hub, policy, toolkit & menopause champions.
- Commit to the UK Nuclear Skills Charter; developing a diverse and inclusive workforce that is motivated, recognised and inspired.
- Complete and submit an application for ED&I Accreditation with 'Inclusive Employers'.





**Thank you    Merci**

