

# Somerset Bridge Group Gender Pay Gap 2021



“At Somerset Bridge Group our values are at the core of everything we do: Fair & Transparent, Innovative, Efficient, Knowledgeable and Collaborative. It is essential that in every action we take, our employees feel valued and fairly treated.”

**Alison Marshall** | Chief Executive Officer



**SOMERSET BRIDGE**  
GROUP

## Our good news stories

### 50/50 Gender split on our board

Our overall split of employees across the business is 50% male and 50% female and we are proud that this also extends to our board members.



### 41% of our Senior Leadership Team are women

Our Senior Leadership Team and current managers although not split completely equally, still represent a diverse split by gender. But we're looking to close the gap.



### 72% of employees feel they are treated fairly

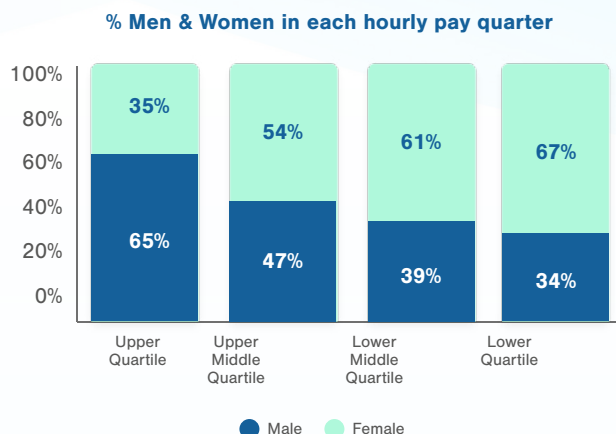
In our recent employee engagement survey 72% of employees answered positively to "SBG ensures that all employees are treated fairly".



# What we are working on

## Gender Pay Gap

Our gender pay gap is driven by the gender split in our highest paid roles (top quartile) with 65% being men and 35% being women and our lower paid roles (lower quartile) being split by 67% female and 34% male.



## An Equal Future

Whilst we are proud to have so many women in leadership roles, we recognise that our 2021 Gender Pay Gap figures indicate that we still have work to do. It is essential that we continue to recruit female talent to assist us in further closing the gap and develop female talent which we do via our Future Leadership programme.

## A Better Work-life Balance

We regularly monitor our flexible working practices and the past two years has allowed us to develop a hybrid working model, allowing for a better work/life balance for all employees, as well as implementing some enhanced family friendly benefits in 2021.

90% of our employees feel hybrid working offers a great work/life balance.



	SBG	SBL
Mean Gender Pay Gap	18%	24%
Median Gender Pay Gap	3%	13%
Percentage of Women Receiving Bonus Pay	46%	57%
Percentage of Men Receiving Bonus Pay	37%	46%
Mean Gender Pay Gap (Bonus Pay)	6%	11%
Median Gender Pay Gap (Bonus Pay)	8%	18%

## Our Published Report

Our actions and intent to be a business that is fair, equal and inclusive is Group-wide. The report published on the Government website reflects our Somerset Bridge Limited entity as the only business in the Group with over 250 employees. The below offers a comparison of the published report vs the Group-wide picture.

**Download the report here:**

[somersetbridgegroup.com/wp-content/uploads/2022/04/2021-SBG-Gender-Pay-Gap-Report.pdf](https://somersetbridgegroup.com/wp-content/uploads/2022/04/2021-SBG-Gender-Pay-Gap-Report.pdf)