



**GENDER PAY GAP REPORT:**  
**2023/24**



# GENDER PAY GAP - DATA

Measurement	
percentage of men and women in each hourly pay quarter	Upper hourly pay quarter Male – 83.10% Female – 16.90%
	Upper middle Male - 77.46% Female - 22.54%
	Lower middle hourly pay quarter Male - 78.87% Female – 21.13%
	Lower hourly pay quarter Male – 73.61% Female – 26.39%
mean (average) gender pay gap for hourly pay	8.38% (using the mean average women are paid 8.38% less than men)
median gender pay gap for hourly pay	6.89% (using the median women are paid 6.89% less than men)
percentage of men and women receiving bonus pay	Male – 10.31% Female – 14.52%
mean (average) gender pay gap for bonus pay	87.53% (Women at Rock are paid 87.53% less bonus than men)
median gender pay gap for bonus pay	95.5% (using the Median women receive 95.5% less bonus than men)

# COMPARISON TO LAST YEAR

## 2022/23

Upper hourly pay quarter  
Male - 86%  
Female – 14%

Upper middle  
Male - 77%  
Female - 23%

Lower middle hourly pay quarter  
Male - 79%  
Female – 21%

Lower hourly pay quarter  
Male – 70%  
Female – 30%

13.85% (using the mean average women are paid 13.85% less than men)

15.45% (using the median women are paid 15.45% less than men)

Male – 18.3%  
Female – 11.4%

85% (Women at Rock are paid 85% less bonus than men)

47% (using the Median women receive 47% less bonus than men)

## 2023/24

Upper hourly pay quarter  
Male – 83.10%  
Female – 16.90%

Upper middle  
Male - 77.46%  
Female - 22.54%

Lower middle hourly pay quarter  
Male - 78.87%  
Female – 21.13%

Lower hourly pay quarter  
Male – 73.61%  
Female – 26.39%

8.38% (using the mean average women are paid 8.38% less than men)

6.89% (using the median women are paid 6.89% less than men)

Male – 10.31%  
Female – 14.52%

87.53% (Women at Rock are paid 87.53% less bonus than men)

95.5% (using the Median women receive 95.5% less bonus than men)

# ANALYSING THE DATA

- Women occupy 21.75% of roles within Rock Compliance
- This is reflected in both the upper and lower middle quarters
- More women occupy the upper quartile in comparison to last year and fewer women are in the lower quartile – this demonstrates the investment we have made in the promotion and development of women into managerial and higher paid roles
- Both the mean and the median gender pay gap for the 2023/24 reporting year is much improved. For context, for every £1 a man earns in Rock Compliance, a woman earns 93p in comparison to last year whereby a woman earned 85p for every £1.
- On average, women are paid 85.5% less bonus than men, which is lower than the mean average last year.

# CLOSING THE GAP

- We have implemented Real Living Wage rates which supports in ensuring that all colleagues are paid a fair wage that they can reasonably live on. This means that all of our roles, from a Trainee Water Hygiene Engineer to a Client Services Executive are compensated fairly and equally.
- Our recruitment practices allow for a fair process for all, with pay transparency at every stage and interventions in place to reduce the impact of unconscious bias.
- We will continue to consistently review our policies and procedures, specifically in relation to Family Friendly processes and Equal Opportunities to ensure that we are providing a work environment that is suitable and supportive for all.
- We will continue to celebrate women, not only in our organisation, but in the Engineering industry as whole.
- We will continue to invest in the professional development of women by offering career coaching and promotional opportunities.