

Gender Pay Gap Report

April 2018

QTS



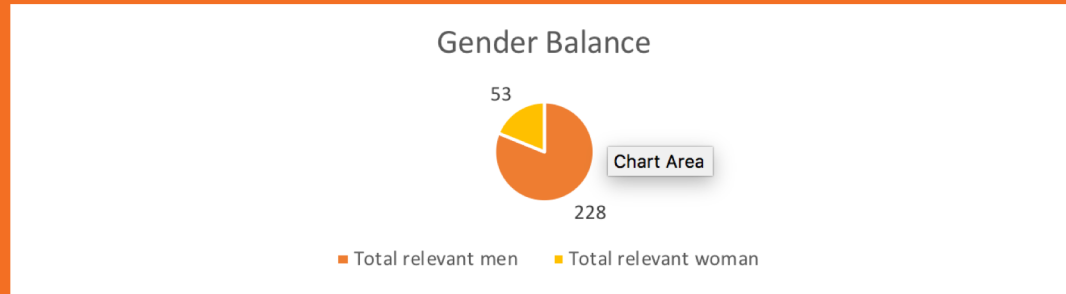


QTS Group Ltd (thereafter referred to as QTS) is one of the country's leading railways contractors, founded by MD, Alan McLeish. As a multi-discipline railway contractor, we provide specialist services in:

- Vegetation Management
- Drainage Services
- Fencing, Training
- Civil Engineering
- Earthworks
- Geotechnical Services
- Industrial Rope Access
- Specialist Plant Fleet Hire.



At a glance – our gender pay gap



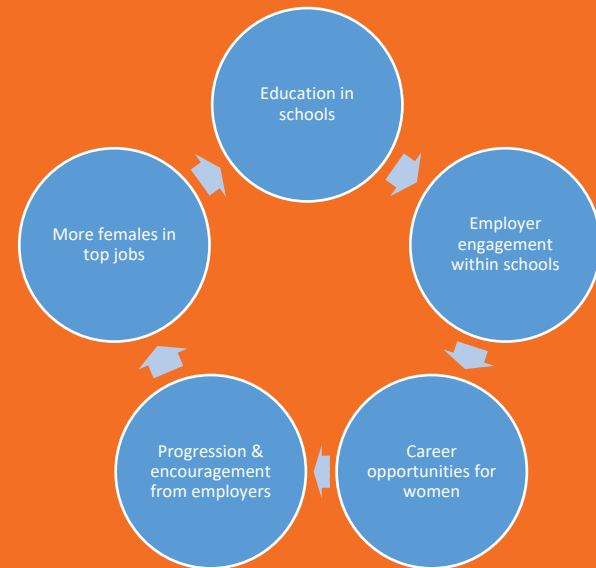
Mean	Median
Gender pay gap	
33%	33%
Gender bonus gap	
39%	0%

Proportion of employees who receive a bonus	
Male – 81%	Female 81%

Male	Female	Male	Female	Male	Female	Male	Female
46%	54%	84%	16%	98%	2%	96%	4%
Lower		Lower middle		Upper middle		Upper	

What is QTS doing to address the gender pay gap?

- QTS is fully committed to the principle of equality in the workplace and has a clear policy to remunerate employees equally for the same equivalent work
- QTS recognises that the industry in which it operates has historically been male dominated with many roles falling within construction site base staff
- Traditionally, engineering and construction are perceived as male roles, which consequently means that many top jobs are occupied by men
- There is no quick win to close this gap, we need sustained focus on increasing the awareness of the opportunities that both female and male employees can have in this sector



Women in Rail

- QTS currently has two female employees on the steering group for Women in Rail
- Our Commercial Director, Phyllis McLeish and our Marketing Manager, Lisa McGhee, give their time voluntarily to launch the Scottish arm of the group
- Women in Rail helps to support young people into a career in rail and provides valuable networking opportunities with other likeminded individuals
- Women in Rail is committed to improving the diversity of the sector, an ethos which QTS is firmly aligned with



Education

- QTS is committed to encouraging young women into STEM careers and is working hard to ensure that the next generation of school leavers are being educated and made aware of the opportunities that exist within this sector
- Our team regularly visits local primary and secondary schools throughout Ayrshire to talk about careers in the rail industry and engineering
- QTS also has produced collateral to showcase the railway industry as a valuable place to work and learn, with a focus on encouraging more women to get involved

TO FIND OUT MORE ABOUT
CAREERS IN RAILWAY
INFRASTRUCTURE
VISIT THESE SITES:

deconstruct.org
networkrail.co.uk/careers
apprenticeships.scot
womeninrail.org

QTS

QTS is always looking to discover and invest in new talent and is a proud supporter of the *Women in Rail initiative*, designed to improve diversity in the UK rail industry.



FOR FURTHER INFORMATION ON
QTS RECRUITMENT, PLEASE VISIT:

OTSGROUP.COM RAIL INFRASTRUCTURE, ENGINEERING
& TRAINING SPECIALISTS





Education

- In January 2018, QTS opened its doors to journalism students at Clyde College to create a series of articles based around three topics, including women in rail. Members of the QTS team were interviewed about each subject, helping the students with their project but also educating them, and their readers, about the importance of women in engineering and rail.
- Our Commercial Director, Phyllis McLeish, has also written first person pieces about the shortage of women in the engineering industry, published in leading publications such as Scottish Business Insider

"In my personal view
women make
better project managers
than men."

Chief Designer Strives Towards More Diverse Workplace

The engineering industry in the UK has been facing a skills shortage on an unmatched level and educating children about the nature of the job should start at a young age.

It is expected by 2019 that the transport sector will be short of 10,000 workers and an extra 1.8 million engineers are in demand.

Mark Craig, chief designer at QTS, said: "I feel quite strongly about it and the only way that we can potentially change that is by one: encourage more women into engineering, whilst at university.

"When I studied at university, there was a lot of women that I worked with that were very, very clever in engineering and in my personal view they make better project managers than men."



QTS are fighting to bring more women into engineering.
Here's how & why...

News • Universities and Colleges

Comment: Why are so few women attracted to a career in engineering?

Phyllis McLeish, financial director at vegetation management company QTS Group



By Ascot Admin

ORSS, 3 JUL 2015 UPDATED 07:14, 22 FEB 2017



Phyllis McLeish, financial director at vegetation management company QTS Group

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Progression

- In the last 18 months, **10** QTS employees have completed apprenticeship programmes: **7** of these participants were women
- Currently, we have **25** ongoing employees taking part in modern and traditional apprenticeships, with **12** of these women
- We also have **two** young women who are doing day release at university in quantity surveying and estimating
- Women are not discriminated against when it comes to promotions and opportunities that arise within the company. Every request is considered, regardless of age, gender or ethnicity.

However, the new applications for apprenticeships, and for the majority of site based jobs, are still predominately coming in from male applicants. This is why the education on encouraging females into the industry is so important.





Women in Sport

- Outwith the rail industry, QTS is also a big supporter of Scottish women in sport
- We sponsor a variety of athletes across different disciplines in sport through Scotland including ice dancing, athletics and alpine skating
- Commercial Director, Phyllis McLeish, sits on the board of Scottish Women in Sport and is an active supporter of the charity
- QTS is also a proud sponsor of FC Kilmarnock Ladies





Authorised signature

A handwritten signature in black ink, appearing to read 'Jamie Lewis', enclosed within a white rectangular box.

Jamie Lewis, Financial Director