



Gender Pay Gap Report

April 2019





Rail infrastructure, engineering & training specialists

QTS Group is one of the UK's leading rail contractors, providing specialist services in rail engineering, infrastructure & training.

We provide specialist services in:

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

Our clients include major organisations across the rail, utilities, construction and public sectors.



At a glance...our gender pay gap

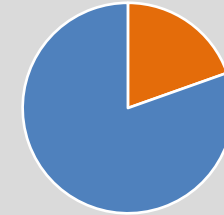
Mean	Median
Gender Pay Gap	
30.34%	34.32%
Gender Bonus Gap	
19.70%	0%

Proportion of employees who receive a bonus

Male – 76.68%

Female – 75.44%

Gender Balance



Women Men

Total workforce - 286
230 men – 81%
56 women – 19%

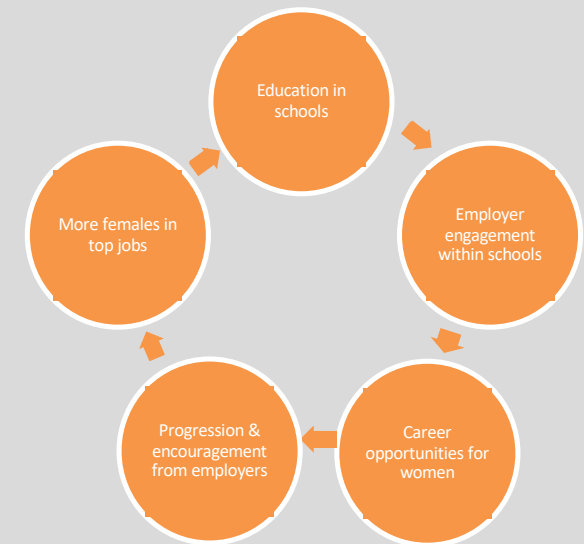
Proportion of male and female in each pay quartile

Male	Female	Male	Female	Male	Female	Male	Female
56%	44%	75%	25%	96%	4%	95%	5%
Lower		Lower Middle		Upper Middle		Upper	

There is currently very limited data available that is comparable to the activities QTS undertakes. However, a number of similar organisations have submitted Gender Pay Gap reports typically identifying a mean gender pay gap between 23.10% and 35% and a median gender pay gap between 23.80% and 41%.

What is QTS doing to address the gender pay gap?

- QTS remains fully committed to the principle of equality in the workplace and has a clear policy to remunerate employees equally for the same or equivalent role
- 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 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
- Training Director, Lorna Gibson, and Marketing Manager, Lisa McGhee, are active participants in the group which organizes events across Scotland
- QTS also sponsored the official launch of the group and supports members from QTS in going to events
- 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 primary and secondary schools 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
- We mentored a team from Strathaven Academy as part of the Go4Set initiative where a young female pupil formed part of the team
- Took part in the 2018 Youth Enterprise Scotland (YES) Festival of Learning and sponsored the innovation award



Progression

- Across the QTS Group, **47** members of staff are carrying out traditional apprentices, modern apprenticeships, professional qualifications and undergraduate courses
- **28** of these are female, **19** are male
- 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
- We have also recently taken on a young road racing motorcyclist – one of the only in the UK
- QTS is also a proud sponsor of FC Kilmarnock Ladies and also sponsor Ayr Storm basketball team which actively encourages young women into the sport

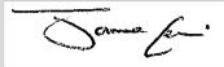


YPI

- QTS is a proud sponsor of the Youth & Philanthropy Initiative in the Ayrshire area
- This programme helps both male and female students choose a social cause in the local area that affects their local community, identify a charity and put together a presentation to help secure that charity a £3,000 grant
- QTS is about to embark on a mentoring programme with the pupils, where the QTS group has a higher ratio of women involved in the professional mentoring than men.



Authorised signature



Jamie Lewis, Financial Director

QTS