



# Gender Pay Gap Report

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April 2018

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# Welcome to our Gender Pay Gap Report

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BMT is a global company with around 1,500 professionals located in 66 offices in the Americas, Asia, Australia and Europe. BMT as a whole draws upon a wide range of experience and expertise to provide high-quality, high-value products and services. These aim to help our customers operate their businesses in the most cost-effective, safe, reliable and environmentally responsible manner.

BMT's combination of intellectual rigour and commercial insight has helped us to play an important and increasing role in industries as diverse as oil and gas, defence, renewable energy, ports, risk management and maritime transport.

This report contains the information for the part of the business known as BMT Defence & Security UK Ltd. Although part of the larger BMT family, Defence & Security UK is the only operating unit in the UK with 250 or more employees.

BMT Defence & Security is required to report on both a median and a mean basis. In addition, employers are required to disclose the distribution of gender by pay quartile by splitting the workforce into four groups (based on a list of eligible employees from the lowest paid to the highest paid), and showing the proportion of men and women in each group. We are also required to disclose percentages of employees receiving bonuses by gender and the gender gap on bonuses.

One of the main reasons for the gender pay gap, across many companies, is that men are currently holding a greater percentage of senior positions.

In determining reward for our people, we consider a number of factors including the economy, company performance and future projections along with external benchmarking within our industry. We aim to recognise our people through base pay, bonus schemes, a range of competitive benefits and a number of various policies.

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**I encourage all of us to play our part in addressing an imbalance between women and men in our industry and in our business, from early education, through university and into work.**

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Simon Gould, Managing Director,  
BMT Defence & Security UK LTD





## Message from Simon Gould, Managing Director, BMT Defence & Security UK LTD

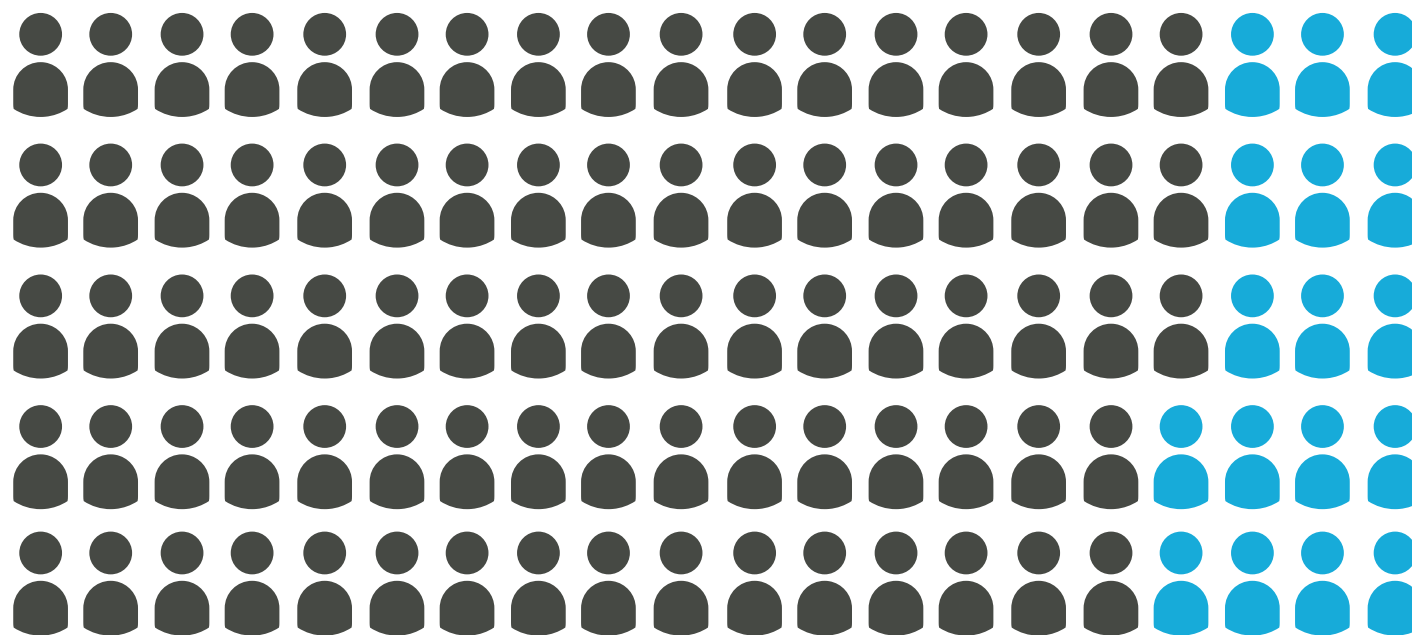
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We are a business which is justly proud of our people. Our success is down to the professionalism, enthusiasm and commitment with which we tackle every challenge, whether it is to help clients deliver nationally important programmes or to improve the way we deliver our business.

The best solutions to problems are those that draw on a range of views and experiences which in turn, requires us to have diversity in our business. To achieve this, we will continue to prioritise measures that make BMT a workplace where everyone feels welcome and able to give their best. We will also continue to invest in initiatives, such as STEM (science, technology, engineering, and mathematics) and WISE (Women in Science and Engineering), which encourage greater diversity in our professions. I encourage all of us to play our part in addressing an imbalance between women and men in our industry and in our business, from early education, through university and into work.

The gender pay gap is one measure that indicates how we are doing to address the imbalance, especially at senior levels. By leading the way to encourage more women to follow careers in our professions, by making our business a welcoming place to work for all and by continuing to ensure our policies and practices are fair, we will make a difference and together we will close the gap.

## Understanding our pay gap



At the time of this snapshot on 5 April 2018, the total number of employees for the Gender Pay Gap report was 306, of which the breakdown was males 253 (83%) and females 53 (17%).

● Men ● Women

# 83% 17%

Percentage of Men and Women  
employed by BMT Defence & Security UK Ltd

Mean	Median
Gender Hourly Pay	
29.6%	31.4%
Gender Bonus Pay	
14%	25%

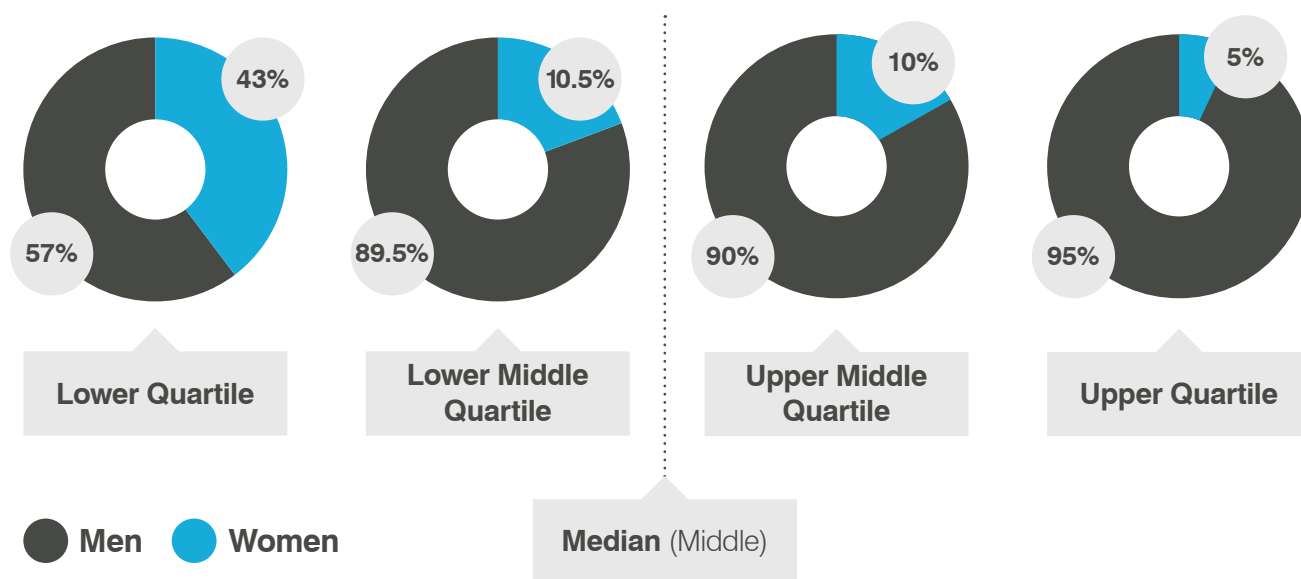
BMT Defence & Security mean gender pay gap is 29.6% our median is 31.4%. This is the second time that we have published our gender pay gap report and our pay gap has increased by 5.4% and 1.2% from 2017.

At BMT, the proportion of employees (male and female) eligible to receive a bonus, expressed as a percentage of the female relevant employees is 100%.

# Understanding our pay gap

## Pay quartiles by gender

Pay quartiles show the distribution of earnings when looking at pay. The total number of employees is divided into four equal groups ranging from the lowest to the highest paid individuals. It shows the proportion of male and female employees in each quartile.



Whilst the results of this report are disappointing, it is fair to say that as an organisation, things are looking better. At the time of the snapshot last year, we were preparing for a large merger of three sister companies within BMT. This had not yet been completed and so the snapshot was only drawn from what is now a small part of the business. BMT has undergone, and is still undergoing, a huge change programme, which was effective as of 1 September 2018 where three separate BMT companies merged. This has changed the business for the better as it has significantly increased our diversity and broader offering through a wider skill set and talent pipeline. As a fair employer and with a desire to be a continued 'employer of choice' we are working to improve our gender equality and to reduce the gender pay gap.

## What do the terms mean?

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### Gender pay gap

The gender pay gap isn't about equal pay for men and women doing the same work. It's a comparison between median hourly pay for all women and men within a business, between mean hourly pay for all women and men, and between bonuses. Put simply, the higher the percentage gap, the greater the disparity between men and women for the figures reported. These figures take into account both part time and full-time employees.

### What is the difference between the gender pay gap and equal pay?

Gender pay gap:

Is a measure of the difference between men's and women's average earnings across an organisation or the labour market.

It is expressed as a percentage of men's earnings.

Equal pay:

Means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

### How is that worked out?

Take all the hourly pay rates, ordered from lowest to highest, for all men and women in an organisation and divide them into four equal sections of 25%: lower, lower middle, upper middle and upper. Next, calculate the number of men and women within each 25% pay band as a percentage of all employees within that pay band.

### The median gender pay gap

This is the difference between the median (middle) value of hourly pay rates (when ordered from

lowest to highest) for all men in an organisation, and the median value of hourly pay rates for all women, expressed as a percentage of the median hourly rate for men.

### The mean gender pay gap

This is the difference between the mean (average) hourly pay rate for all men in an organisation, and the mean hourly pay rate for all women, expressed as a percentage of the mean hourly rate for men.

### The median bonus pay gap

This is the difference between the median (middle) value of bonuses (when ordered from lowest to highest) for all men in an organisation and the median value of bonuses for all women, as a percentage of the median bonus for men.

### The mean bonus pay gap

This is the difference between the mean (average) value of bonuses for all men in an organisation and the mean value of bonuses for all women, expressed as a percentage of the mean bonus for men.

### Bonus pay proportion

This refers to male relevant employees who received a bonus in the 12 months, expressed as a percentage of the male relevant employees; female relevant employees who received a bonus in the 12 months, expressed as a percentage of the female relevant employees.

### 25% (quartile) pay distribution

The proportion of men and women in each 25% (quartile) of an employer's pay structure.





## Our Plan - how we will make a difference

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At BMT Defence and Security we are committed to working towards closing the gap and creating an open and inclusive culture for all our people. To ensure we continue our focus on creating a diverse workforce, we have been working on several initiatives to improve our gender diversity:

- Everyone involved in the recruitment process will undertake unconscious bias training.
- Including a female interviewer on all interview panels to increase diversity in the selection process.
- Promoting and encouraging females to enrol on our internal “Consulting Women” initiative.
- Simon Gould, Managing Director is the senior sponsor for our diversity and inclusivity initiatives.
- We now have embedded key performance indicator for the business around diversity.
- We use a gender bias decoder in all of our job adverts.
- BMT is proud to support STEM and is part of the WISE ten steps programme.
- BMT works with local schools and universities to support mentoring, mock interviews and science fairs.
- Support all students in making informed choices about potential careers. We know that a disproportionate number of female students choose not to study STEM subjects at GCSE, and this increases at A-Level.
- Careers talks and demonstrations of different technologies at large-scale events such as the Royal Bath & West Show.

BMT Defence & Security promotes enhanced family friendly policies, including maternity leave and shared parental policies and also now encourages agile working principles across the UK allowing flexibility for both male and female employees to support work life balance.



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At grass roots level,  
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Tracey Wardrope,  
Head of HR





## Tracey Wardrope, Head of HR

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As said earlier in the report, BMT Defence & Security is a new company. As disappointing as last years' gender pay gap was, I have undertaken a more recent snapshot to help me get a sense of what the future looks like. Early indications show that our gender pay gap, which will be formally taken on 5 April 2019, comes in at around 13%, so I am confident that the merger, different ways of working and the dedication within the business to reduce our gender pay gap, further embed gender diversity, build diverse teams and reiterate our external relationships with professional bodies and academia is working.

We are continually growing our Consulting Women alumni with some of our employees taking part in the initiative in Australia and Singapore.

At grass roots level, we are seeing a rise in females as part of our work experience, summer placements and Year in Industry cohorts.

As a business, we recognise that we still have much to do, but we are committed to moving the dial forward every year and believe that every one of us is playing our part to do this.



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Abigail Hall – Naval Architect





## Abigail Hall

### Naval Architect

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From quite a young age, I knew that I would probably end up in a technical job due to my affinity for maths and physics. I had an interest in the applied topics, so engineering seemed to be a good fit and something that interested me. An online career quiz had put together my love of sailing and maths and suggested the field of naval architecture. By the time I started my A-Levels, I was eager to venture into this relatively unknown engineering discipline that combined two of my main interests.

Whilst studying for a degree in Ship Science at the University of Southampton, I completed four work placements. I worked for three different engineering/technology companies during four placements, a total of six months experience before I graduated. Some of the projects I worked on included a report on the safety of lifeboats and ship evacuation methods, a tool to compare data using the sonar equation and the preliminary design of a working scale model of a concept vessel.

I had a familiarity with BMT from past university graduates as well as careers days and university collaborations. I knew that I wanted to go into the defence sector as I had enjoyed the work I'd previously done in that area and enjoyed the feeling that I was serving my country in some way. I chose BMT as I felt it had a supportive environment in which to work and the opportunity to work on a good variety of interesting projects.

Since joining BMT, I have worked on supporting the safety justification for a commission extension for the Trafalgar and Vanguard Class submarines and auditing a ship stability model for the Royal Navy survey vessels HMS ECHO and HMS Enterprise. I have also enrolled on the BMT Submarine Academy to develop my Submarine Engineering knowledge.



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Faye Woodcock,  
Senior Naval Engineer





## Faye Woodcock, Senior Naval Engineer

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After graduating with an engineering degree in Marine Technology, I have had a very fortunate and interesting career working in dockyards and design offices. I have worked in every part of the lifecycle of marine projects from planning and concept engineering to shipbuilding and life extension work.

My work has taken me on submarines, lifeboats, yachts, patrol vessels, cruise ships, Offshore Support Vessels, tug boats and many more. I don't think there are many types of marine vessels which I've not set foot on in my time working in dockyards and ship repair.

I joined BMT in 2018 as a Senior Naval Engineer. So far I have had the pleasure of working with projects concerned with green technologies and reducing emissions in marine vessels. Something I've always been very passionate about.

I was attracted to BMT from knowing their excellent reputation within the marine industry and liked the idea of being part of an Employee Benefit Trust.

I was immediately part of a team when I joined. I've been told I'm working in a very small minority of female engineers, but the atmosphere and culture I work in, it feels far from it. I feel very valued, respected and supported as a single full-time working mum. BMT continually provides me with interesting and challenging work and opportunities.

I am impressed by the commitment BMT puts into the engineers of tomorrow. It encourages the professional development of the workforce, promoting diversity, ideas and learning. I see excellent female graduates encouraged into its placement schemes and a significant commitment to STEM projects in schools and universities.



**Our generation is on the cusp of a significant shift in the way we work, and women in STEM are a big part of that**

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Hazel Atkins – Consultant and WISE Young Professionals' board member





## Hazel Atkins, Consultant and WISE Young Professionals' board member

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Mathematics is arguably at the core of most STEM industries and I found my maths degree opened the door to many. However, engineering has always been a fascination of mine – looking at how you can use maths to make things work.

BMT stood out as a company to work for because I had met employees who were enthusiastic about the career progression and benefits. I've been at BMT for four years, and though my friends struggle to understand my job at times – we have settled on 'an engineering consultant who appreciates a good spreadsheet'. I am proud to explain it to anyone who asks, even when I get that look of slight surprise that I'm sure many women in engineering have experienced.

From managing projects which focus on the collection and validation of data to creating a tool in Microsoft Excel to forecasting future fuel usage across ship fleets, my day to day activities can vary greatly.

The highlight of my career to date was supporting BMT's Giveback programme in rural Indonesia. BMT funded and designed a bridge to allow better access to a local town for a remote village. We supported the local community by teaching health and hygiene in schools and running simple health checks. The interaction and excitement of the locals made it an incredibly special project and made me realise the true value that extracurricular projects can add to the wider business.

Amongst other roles, such as being a STEM ambassador, Innovation Catalyst and part of BMT's Young Professionals Network – I am particularly proud of my position on the Women in Science and Engineering (WISE) Young Professionals' Board (YPB). As I have progressed through life, I have become more aware of the barriers that women face in education, careers, and life. I see my role with WISE YPB to support BMT identify ways in which we can improve and part of this is promoting gender equality as early as possible, showing girls that the sciences are interesting, accessible and exciting, sparking interest and improving involvement. Ultimately increasing the number of women choosing STEM careers and diversifying our workforce.

After attending the WISE Awards evening it was moving to see the incredible work people are doing to try to help achieve gender parity in industry, which is why I applied. That night a particular quote stood out: Our generation is on the cusp of a significant shift in the way we work, and women in STEM are a big part of that.

BMT is part of this shift, further pledging time and resource to promote engineering to girls and attract more women to work and progress through the company. It helps having a Managing Director passionate about improving our diversity, and an inspiring woman as our CEO. We are committed to making our future more diverse than our present and improving our spread of gender diversity at all pay quartiles.