

INS GENDER PAY GAP REPORT



2020



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

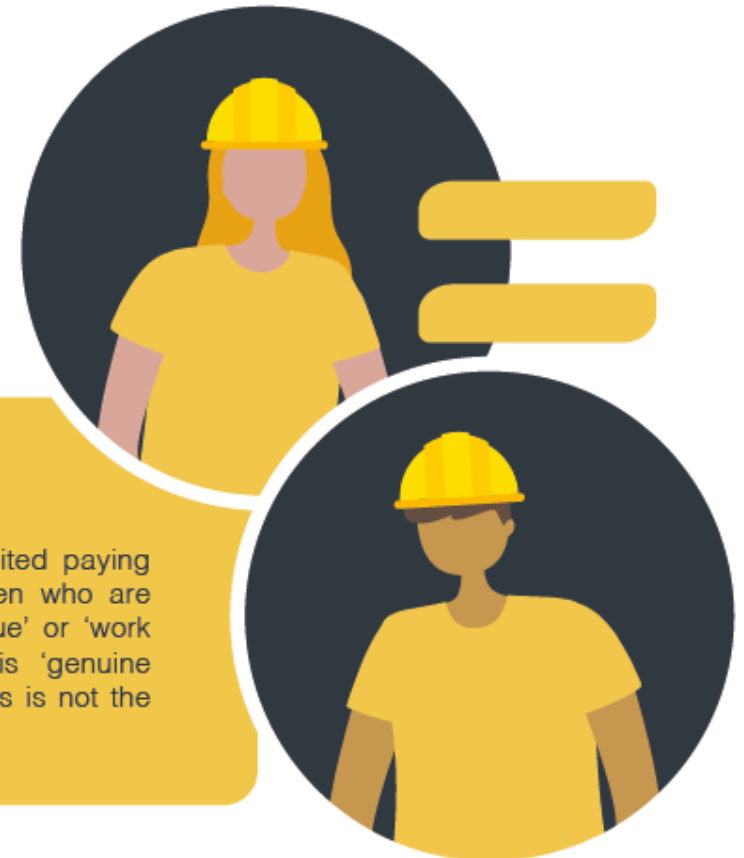
Gender Pay Gap

This report deals with the gender pay gap. This is the differences in the average hourly rate of pay between male employees and female employees. The gender pay gap is reported on both mean (average) and median (mid-point on a distribution) basis.



Equal Pay

UK law has since the 1970s, prohibited paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is 'genuine material factor' for the difference. This is not the same as a gender pay gap.



The INS Gender Pay Gap

Number of Employees: 128

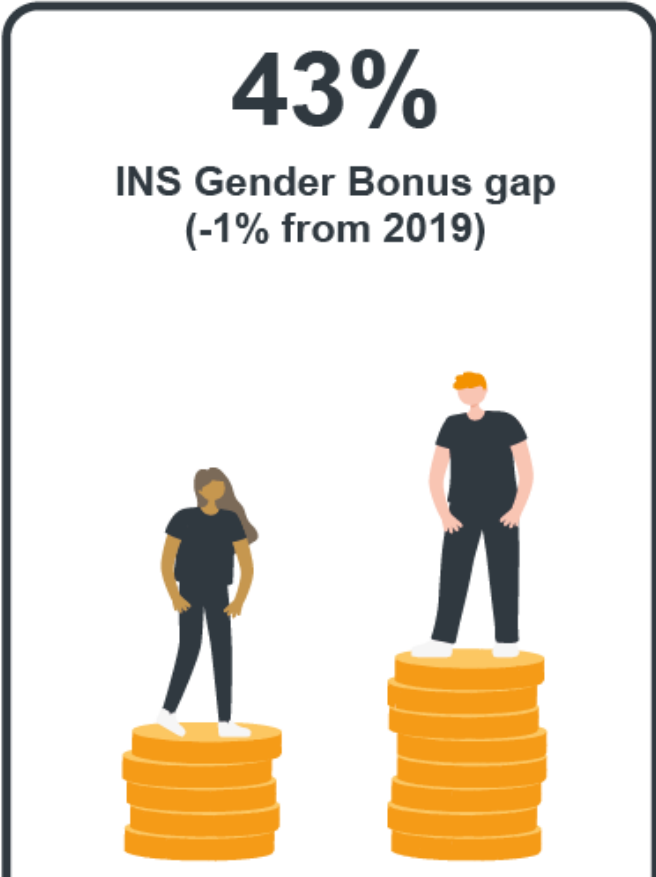
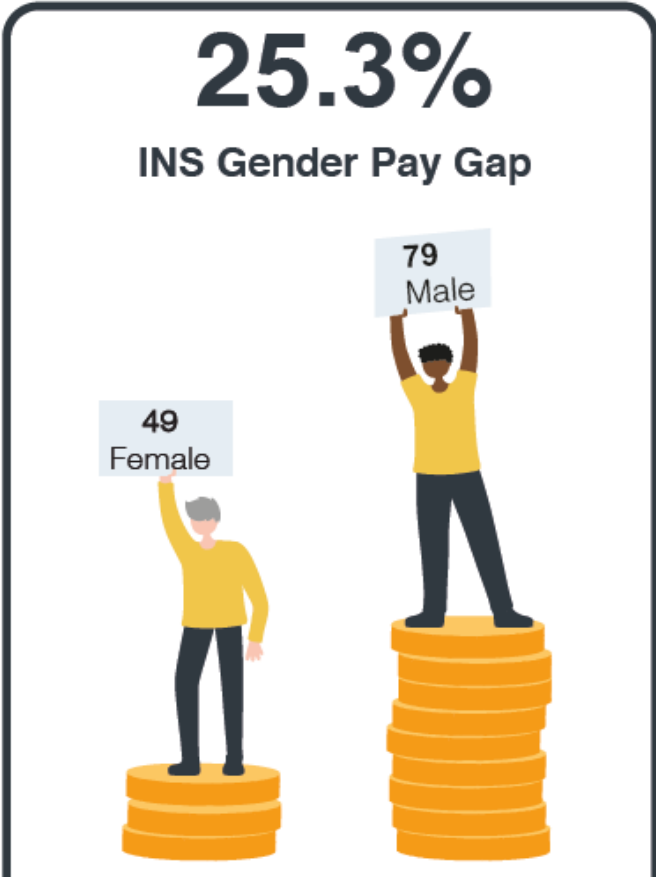
The overall gender pay gap for INS, when comparing mean pay, is 25.3% (-1.2% from 2019)

This is more than the national average* of 17.4%

The median pay gap is 27.6% (-3.2% from 2019)

The mean gender bonus gap is 43% (-1% from 2019)

(*According to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).



Gender Breakdown Per Quartile:	LOWER	LOWER MIDDLE	UPPER MIDDLE	UPPER
	13% Male 87% Female	71% Male 29% Female	79% Male 21% Female	83% Male 17% Female

Period 6th April 2019 to 5th April 2020

Work in progress

Promising actions

The government has policies in place supporting some of these actions to improve women's participation in the workforce. Below details initiatives and supportive actions undertaken to improve INS Gender Pay Gap in year 19/20

- Improve workplace flexibility for men and women
- Encourage the uptake of Shared Parental Leave
- Recruit returners
- Offer mentoring and sponsorship
- Offer networking programmes

Effective actions

These have been tested in real world settings and found to have a positive impact. INS will review in line with the following:

- Include multiple women in shortlists for recruitment and promotions
- Use skill-based assessment tasks in recruitment
- Use structured interviews for recruitment and promotions

Review staff surveys for gender imbalance

- Identify differences in engagement, aspirations to progress or feelings of belonging, which may impact on retention and progression
- Is there gender imbalance in our promotions

INS will move the dial on reducing the gender pay gap and improving gender equality through evidence-based actions

Our Mid-term Plan:

- Moving forward with our newly formed Transport Division, Nuclear Transport Solutions (NTS) and the growth in our organisation we plan to work hard to embed a shared ethos and action plan to address our gender pay gap and continue to reduce it within the newly formed larger organisation. This will include building on the good work and commitments of both standalone organisations to come together and pool resources to address as one, commencing with the embedding of the new Executive Team and Heads of Service.
- We will commit to the principles of flexible and agile working across our Group Organisations, ensuring that this approach is truly embedded and that all colleagues are accountable for adopting the agreed approach, encouraging a flexible work-life balance which allows for all colleagues to work effectively and safely in a way that suits them and their family life. As part of this we will review our policies and procedures with a gender lens, to ensure that there are no policies or procedures which inadvertently disadvantage one gender over another.
- We will commit to the principles of fairness and meritocracy across our Group Organisations which mean effective recruitment and selection principles are adhered to, eliminating bias, be that conscious or unconscious, from all of our recruitment practices, and continue to utilise tools to 'check ourselves', such as the gender decoder, when advertising roles.
- We will continue to invest in our females as well as our males, looking for opportunities and sponsoring individuals for development opportunities or events which will help them become leaders of now, or leaders of the future. This will involve further investment in our Succession Planning and Talent Management activities in order to identify and retain our talented colleagues.

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