

GENDER PAY GAP STATEMENT – 2021

The Port of Tyne is committed to the principles of equality of opportunity and inclusion and to rewarding our employees fairly, regardless of their gender.

Our Gender Pay Gap figures are set out below, in accordance with legislation. The pay data represents 291 people who worked for the Port on 5th April 2021 in a variety of roles.

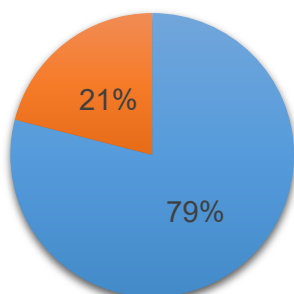
	Mean	Median
Hourly rate of pay	Women’s pay is 2.6% higher than men’s	Women’s pay is 6.3% lower than men’s
Bonus gap	N/A	N/A

The Port’s mean gender pay gap continues to show a positive result for the second year, with women’s mean hourly rate of pay being 2.6% higher than men’s in 2021 (this was 5.2% higher than men’s in 2020 compared to being 4.0% lower than men’s in 2019). With regards to the median hourly rate of pay, the gender pay gap has reduced from 2020 with women’s pay being 6.3% lower than men’s in 2021 compared to 12.3% lower than men’s in 2020. In comparison to the Port’s results the Office of National Statistics 2021 average gender pay gap amongst all employees was 15.4%.

As no bonus payments were made to colleagues within the 12 month period ending on 5th April 2021, there is no bonus gap data available.

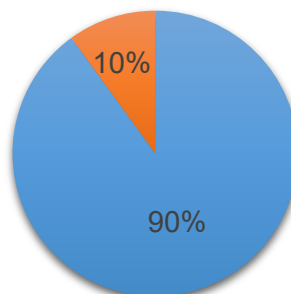
Proportions of Males and Females in each Pay Quartile

Upper Quartile



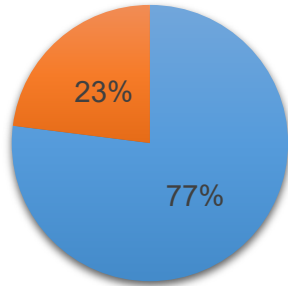
■ Male ■ Female

Upper Middle Quartile



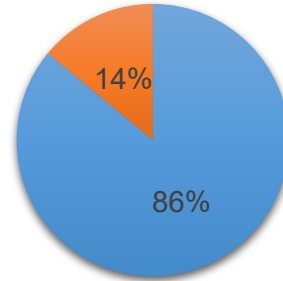
■ Male ■ Female

Lower Middle Quartile



■ Male ■ Female

Lower Quartile



■ Male ■ Female

The proportion of males and females in each pay quartile continues to show an improvement with 21% of females in the upper quartile compared to 17% in 2020 and 14% in 2019. The upper middle quartile has also improved slightly with 10% of females in 2021, compared to 8% in 2020. The lower middle quartile has the highest percentage of females at the Port, with the top quartile having the second highest percentage of females. At the snapshot date three of our seven Non-executive Directors on the Board were female, which included the Chair and Deputy Chair of the Board and two of the six members of the Leadership Team were female. At the snapshot date in 2021, the workforce male/female split had improved significantly to 80% male/20% female compared to 86% male/14% female on the same date in 2020 and 2019.

Overall Summary

The Port remains committed to attracting and retaining a skilled and talented, diverse workforce, paid fairly based on job role and performance, with opportunities for all to progress. We will continue to proactively promote equality and inclusion, a key part of our Tyne 2050 Strategy is to achieve our aim to “Double Diversity by 2030.” This project continues to work towards achieving a target of increasing the number of female staff in the business to 30% by 2030 and to play a leading role in championing diversity in the maritime sector. This includes:

- ✦ Identifying ways of encouraging more women to apply for roles at the Port
- ✦ Addressing challenges that discourage women from applying for opportunities in our operational roles
- ✦ Working with taskforces and groups to raise the profile of women in maritime
- ✦ Continually reviewing our recruitment and selection processes to ensure that they support equality and inclusion
- ✦ Introducing hybrid working to support a positive work/life balance for colleagues
- ✦ Proactively encouraging females to apply for senior positions
- ✦ Creating and implementing a diversity and inclusion strategy to achieve the targeted increase in gender diversity across the workforce.

Louise Tinkler
Director of Human Resources
24th March 2022