



# Gender pay gap

Selwood pay gap results 2023

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**SELWOOD**

[www.selwood.co.uk](http://www.selwood.co.uk)

# Selwood

## Gender pay gap results 2023

Selwood is an Engineering business and a company for whom a large volume of our work involves our teams working with, or in close proximity to foul water.

Most applicants for roles at Selwood tend to be male. Despite the challenges we face attracting women into our workforce our Mean Gender Pay Gap is very close to parity with our male colleagues being paid just 4.7% more than women on average and our Median pay gap shows women being paid 14% more than men.

Our bonus eligibility figures also show our female colleagues are much more likely to earn a bonus than their male colleagues, which is in contrast to the national average. Our gender distribution across the pay quartiles; when looking

at combined upper vs combined lower quartiles, shows women occupying 22% of our more senior roles vs 10% of our lowest paid roles.

Due to the nature of our business it is likely that we will continue to experience challenges in the gender balance of our workforce but despite this we are very pleased to be able to demonstrate our commitment to offering a workplace that values and rewards the contribution of our female colleagues.



Richard Brown  
CEO

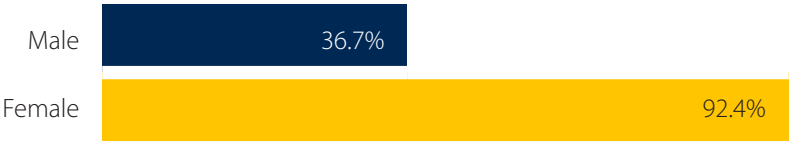


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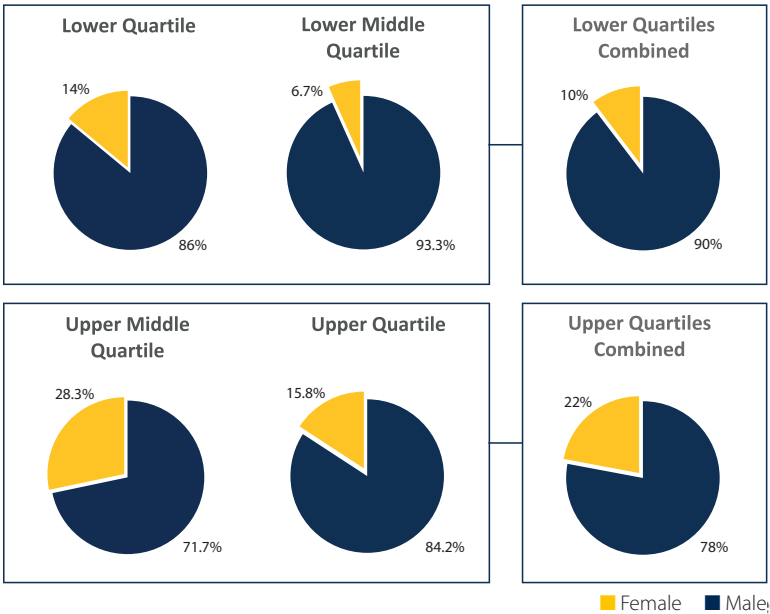
## Gender pay gap results 2023

	Gender pay gap	Bonus pay difference
Mean	4.7%	44.9%
Median	-14%	30.5%

### Bonus pay received



### Quartiles





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