

# Gender Pay Gap Report

At Shoreham Port we recognise the need for and benefits of a diverse organisation. Our commitment to gender diversity is reflected in our gender pay gap data, as we fall well below the industry averages, which we are very proud of.



We are part of the Women In Maritime Taskforce which sets out to address fairness, equality and inclusion within the maritime sector. There are so many opportunities within Shoreham Port and the maritime world which we are helping to unlock. Join us on our journey to make maritime careers number one and close the skills imbalance.

## Mean Hourly Full Pay Gap

in favour of the male workforce



## What makes Shoreham Port better than average?



We job evaluate and benchmark pay for every role at the Port once a year to ensure that no one's contribution goes unnoticed and they are fairly rewarded

## Women in Maritime Charter



We have pledged a commitment to **"building an employment culture that actively supports and celebrates gender diversity at all levels"**.

## Median Hourly Full Pay Gap

in favour of the male workforce



We support flexible working and provide family friendly policies



We are creating an action plan for further improvement which will aim to increase the number of young people and women working at Shoreham Port

## Mean Bonus Pay Gap

in favour of the male workforce



We operate at the heart of the community and welcome people in for behind the scenes tours and for work experience



We will be delivering unconscious bias training for all of our staff to ensure that they are all skilled at making objective decisions

## Median Bonus Pay Gap

in favour of the male workforce



We celebrate the successes of our staff



We collaborate with other ports to be the best we can be



We support their development with our bespoke mentoring scheme

