



WOMEN INTO CONSTRUCTION

We have supported our legacy commitment to increase diversity through our partnership with Women into Construction to promote women into work placements and jobs on site.

WIC engaging with more than 300 women about a variety of roles including traffic marshals, crane operators, and tunnelling and site engineers. Where job opportunities were not available on completion of placements, many used their experiences to find employment elsewhere.

Tideway supported WIC's 'Moving on Up' project, which aimed to develop best practice and enable companies to increase gender diversity and address the gender pay gap. Tideway's labour-only suppliers Danny Sullivan Group, VGC Group and Reliable Contractors were active participants, encouraging retention and progression of women, as well as assisting nine women currently in low-paid roles to access coaching and further training to develop their careers.

As Tideway is nearing completion, we also wanted to leave a legacy for the industry. With WIC we created a Diversity Matrix that helps contractors develop their diversity plans to support recruitment, retention and progression of women in the workplace.

"WIC secured me two weeks work experience on site, where I assisted the engineers in their everyday tasks. This experience gave me confidence and encouraged me to pursue a career in the construction industry. Following the work experience, I was offered the position of Environment Lead and I am very proud to be part of this fantastic project."

Efrat Shabat Hadas
Site Environmental Lead, FLO Joint Venture



Efrat Shabat Hadas at Albert Embankment Foreshore

300+

Women engaged and given training and Information, Advice and Guidance



37

Women into employment

41

Women completing placements

TIDEWAY MOST ENGAGED CLIENT AWARD IN 2018.

9

Tideway Mentors

30+

Contractors engaged

14

Women into tailored training programmes in the Tideway supply chain employment

	2018			2019			2020			2021			2022		
Headcount as at 31 March*	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Board**	2	11	13	2	11	13	1	12	13	1	12	13	1	12	13
Senior Management	20	33	53	18	22	40	19	23	42	14	21	35	14	17	31
Other Employees	153	271	424	128	250	378	125	226	351	109	191	300	90	168	258
Total*	175	315	490	148	283	431	145	261	406	124	224	348	105	193	298

* Includes Tideway employees and our project management contractors (Jacobs) and Shareholder Directors

** Includes shareholder Directors