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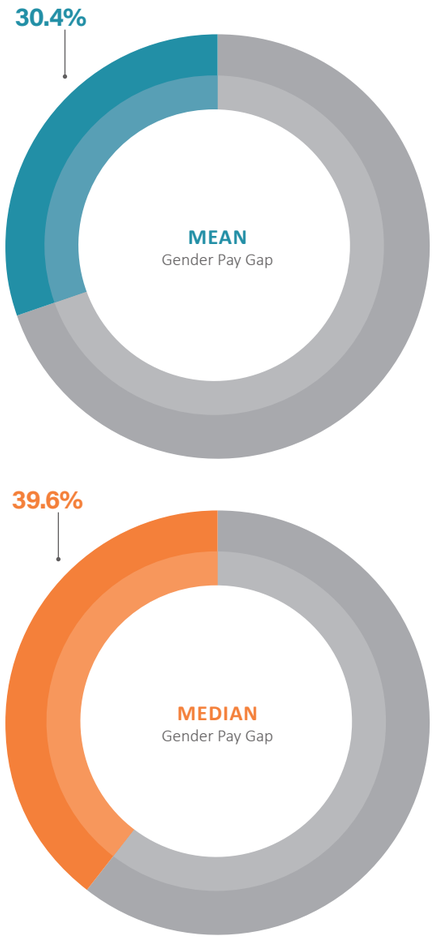
2023

Gender Pay Gap Report

04 April 2024

Part 1
Introduction

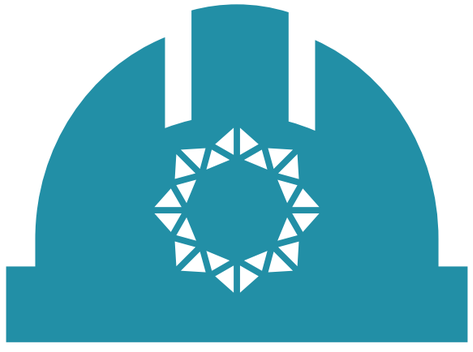
Gender
Pay Gap



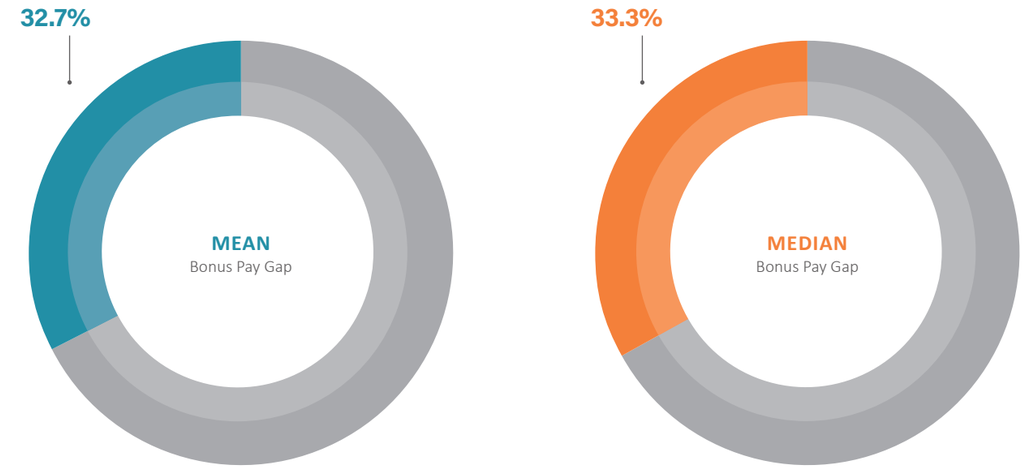
This report sets out and explains our gender pay gap figures. It has been produced using HR and payroll data for April 2023. It is based on a headcount of 295 eligible employees, and therefore, some of our people may have been excluded because they were not on their full basic on the *snapshot date*. Others may also have been on other pay such as: sickness; maternity; paternity; adoption or shared parental leave.

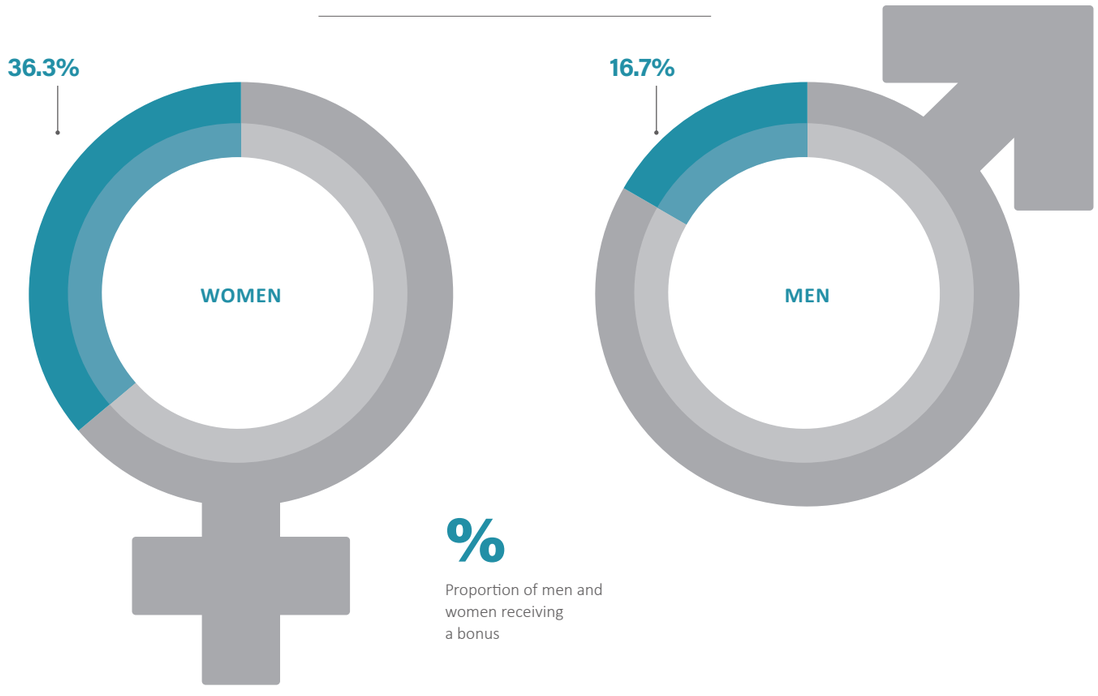
We are proud to be a fair and inclusive workplace and acknowledge our gender pay gap statistics are inherited from the traditionally low levels of women working within the construction industry. According to the Office for National Statistics (ONS) as at June 2023, this figure is around 15.8%. This fact and the challenges faced for some females remaining in the Industry after starting families, has impacted on the number of women filtering through to the upper levels of our organisation.

It is recognised that as a responsible employer we have a duty to establish the reasons why women may not start or wish to continue a career in construction, and we work hard with our policies and actions to mitigate this situation.



Bonus
Pay Gap



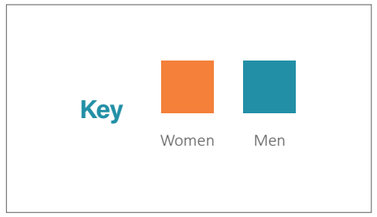


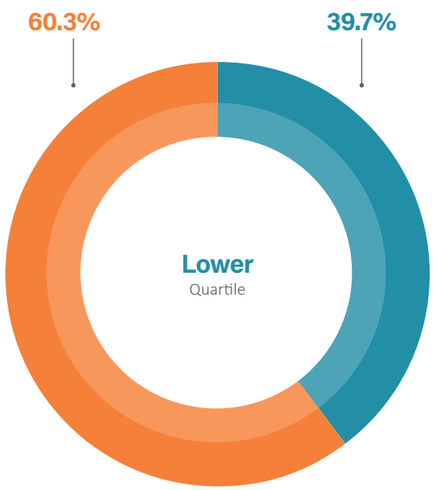
%

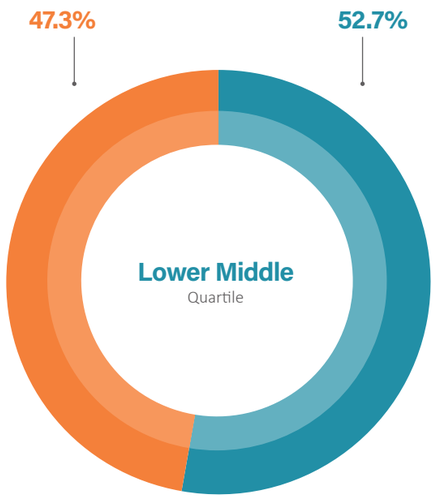
Proportion of men and women receiving a bonus

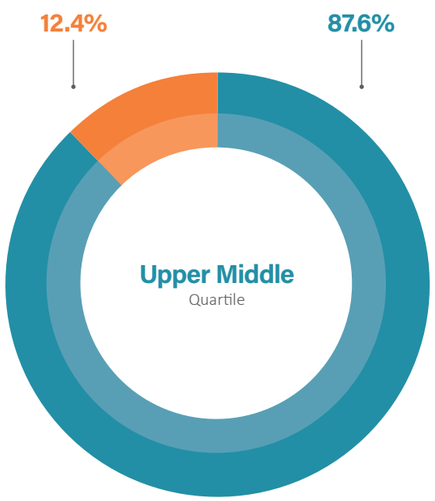
By Quartile

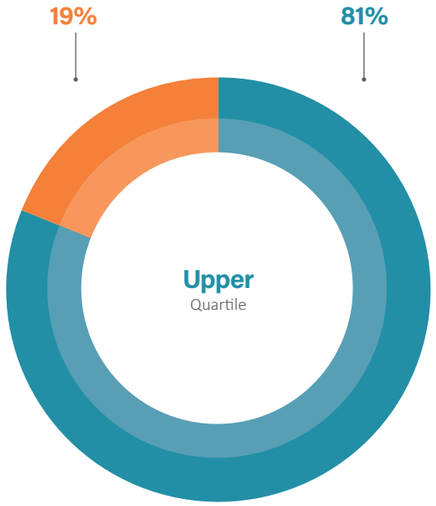
Proportion of Males and Females per quartile











Part 2
Action Plan

Our Action Plan focuses on closing our Gender Pay Gap, and attracting and retaining more women. We are aware that appointing more females direct from education, or supporting them as they continue their studies, may initially widen our pay gap. The Action Plan therefore focusses wherever possible, on trying not to widen our pay gap, by supporting our women to progress through the company and after they return from any family leave taken.

Our lower quartile figure has remained consistent from our very first gender pay gap report, and we are starting to see some movement in closing the gap in all other quartile figures. In an organisation that is 65% male and the majority within a technical role, these improvements are encouraging, but we will not be complacent about this and will continue to strive to improve our figures.

Increasing the number of women in construction

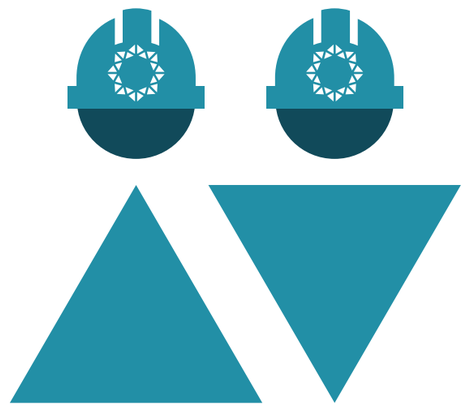
We are building relationships with schools and other education establishments to showcase Construction as a desirable career option to young people. As a multi-disciplinary practice, we are ideally placed to demonstrate the many options and career paths available in the Industry. We can provide female role models to prove that a successful career is equally achievable for women, and we offer a structured work experience programme providing valuable insight into the Construction working world for young people of all genders. We have In-House operational teams providing support to the wider business and this provides an even broader choice for anyone interested in joining us.

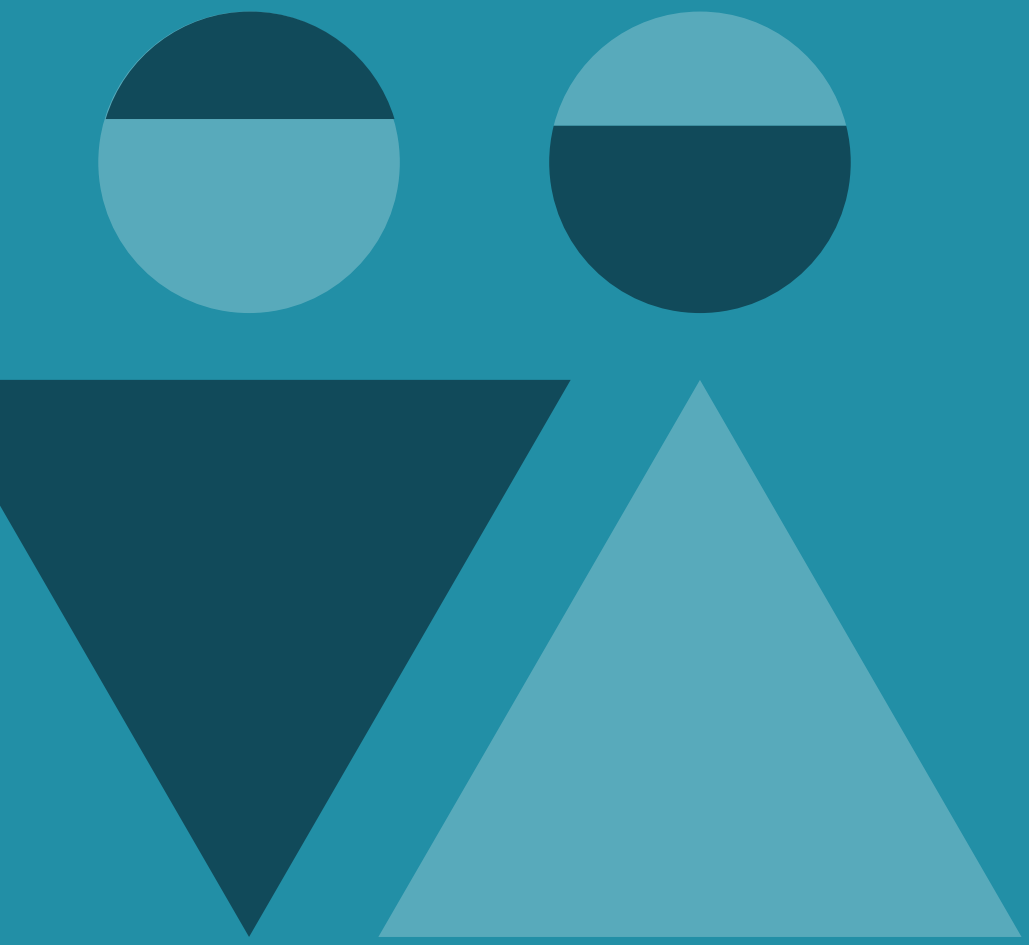
This last year we had an external partner support us to design a career development framework. We have also recently appointed an internal Business Partner to help us build and develop our early careers and work experience programmes. These actions will provide a platform for our apprentices to grow and develop and also foster closer links with our communities and partners. In addition it will enable us to highlight the opportunities available to a more diverse workforce.

Family Friendly Culture

Our aim is to ensure we can secure good employees with high levels of skills and talent. The family culture and values within our Business remains an essential element for attraction and retention. Enhanced Maternity pay, and other family leave schemes have been introduced to avoid losing anyone simply due to financial related pressures. Our flexible and agile working options provide opportunities for our people to opt for the working conditions that fit in best with their personal life. We know this is an essential benefit for attracting and retaining a female workforce, and we don't want them to opt for home life choices at the expense of career choices.

We want to be a truly inclusive employer, with people of all genders choosing to work for us. We confirm our figures are accurate and we welcome our legal obligation to publish our gender pay gap data, and view this as an opportunity to reflect and refine our action plan to ensure we are supporting gender equality.





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