

2018 Gender Pay Gap Report



Pay & Bonus Gap

	Difference between men and women	
	Mean	Median
Pay Gap	25.6%	12.09%
Bonus Paid	34.0%	00.00%

Previous Year

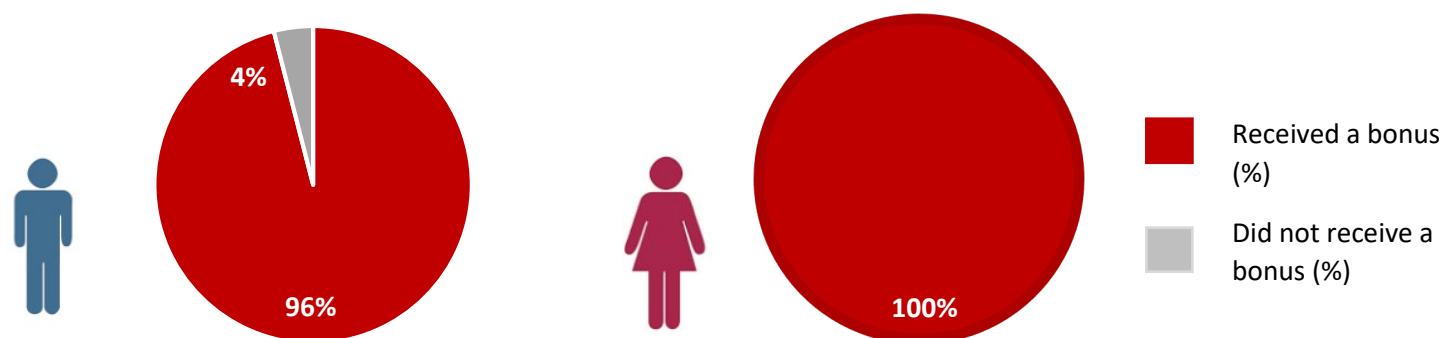
	Difference between men and women	
	Mean	Median
Pay Gap	26.0%	15.20%
Bonus Paid	27.0%	00.00%

The table above shows our overall mean and median gender pay gap based on hourly pay rates, as at a snapshot date of the 05 April 2018. It also shows the difference between bonus amounts paid to men and women in the 12 months prior to the snapshot date.

There has been a slight improvement in our pay gap from the previous year. This is due to recruitment more senior females into the business.

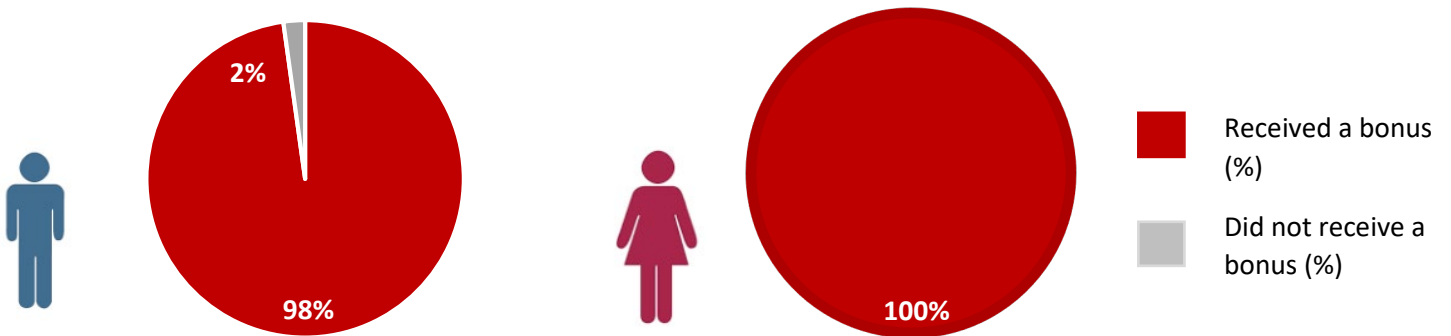
Proportion of employees awarded a bonus

2018



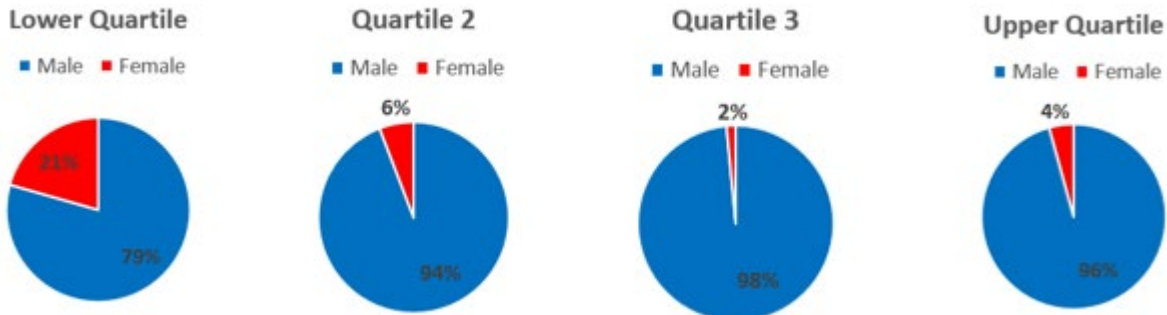
This shows a 4% difference in the number of men and women being paid a bonus in the 12-month period to April 2018.

2017

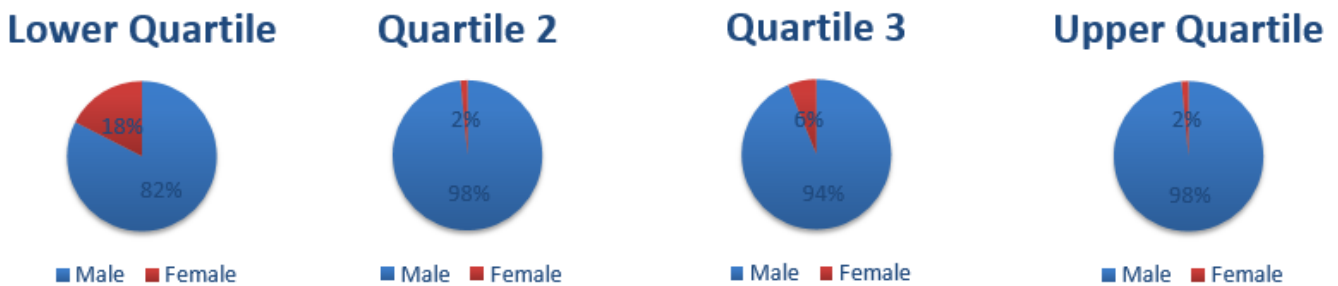


There has been a decrease in the number of males receiving a bonus from the previous year whilst females have received the same.

Pay Quartiles



Previous year



The above image demonstrates the gender distribution across four equal sized quartiles, each containing around 68 employees.

Following an equal pay audit, we are confident that all of our employees are paid equally for doing equivalent jobs.

We recognise that the nature of our industry and the well documented underrepresentation of females in it is the reason why we have a gender pay gap. We take all steps available to recruit more females into our business and encourage young girls leaving education to consider a career in construction and engineering by working with local schools and colleges.

We have taken steps in the last 12 months to improve our pay gap and this has moved in the right direction. This is due to pay reviews being awarded and the recruitment of more senior females into the business.