
Gender Pay Gap Report 2019



CHAMPION
GROUNDWORKS LTD

GENDER PAY GAP REPORT 2019

The Gender Pay Gap Report

The Gender Pay Gap compares the average pay by gender within the company, regardless of their role, type or level. However, 'Gender Pay Gap' is not the same as 'Equal Pay'. Equal Pay relates to the pay of people who are carrying out similar jobs, or work of equal value.

Gender Pay Gap Information

The data below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The following statistics have been prepared based on data regarding Fred Champion Groundworks Ltd as at the snapshot date 31st March 2019.

Gender Pay Gap

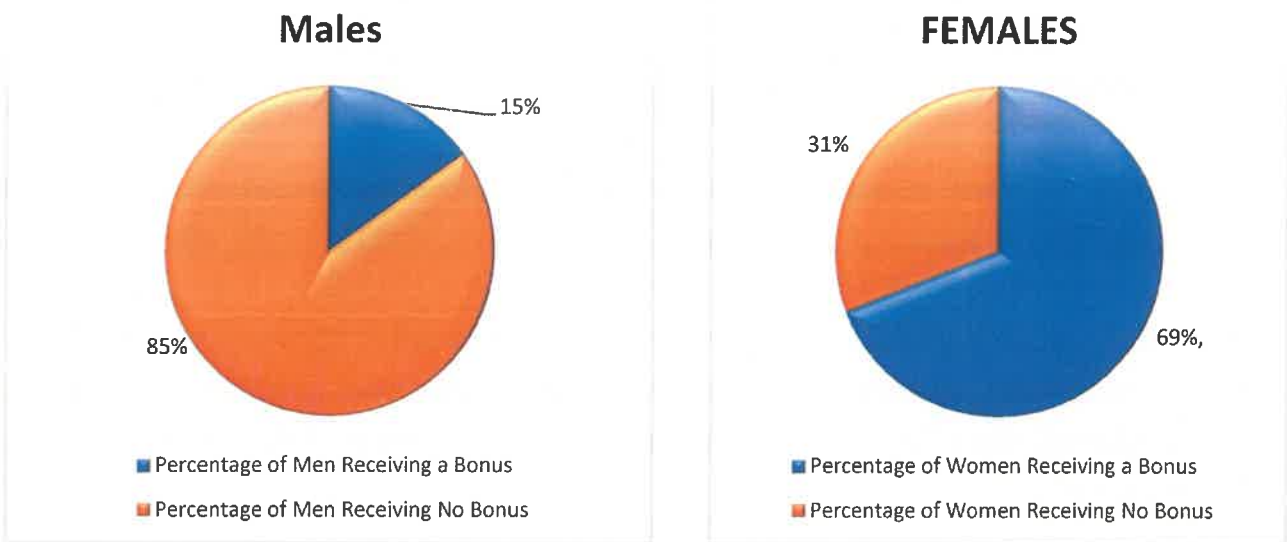
These figures show the pay gap between male and female employees for both the 2018 year and the 2019 year:

	MEAN		MEDIAN	
	2018	2019	2018	2019
PAY GAP	10.75%	13.68%	5.57%	3.86%
BONUS GAP	53.44%	34.26%	-250%	-150%

These statistics show that men are paid on average 13.3.86% more than women as a mean average but 3.86% more as a median average. The Gender pay Gap has increased since 2018 on Mean figures, but has decreased on Median figures. The difference is due to there being a higher percentage of males in higher management roles, attracting a higher salary. The Bonus Gap statistics show that women receive 150% more Bonus payments on a Median Average but 34.26% lower bonus than men on a mean average. Employees eligible for overtime payments (which includes the majority of the predominantly male workforce) receive bonuses usually based on company

performance, whereby the salaried clerical staff (which is predominantly female) have received bonuses based on an individual performance basis, which has resulted in a higher median for females.

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS



	2018	2019
% of Male Employees Receiving a Bonus	12%	14.76%
% of Female Employees Receiving a Bonus	73%	68.75%

The above graphs show that 15% of male employees received a bonus whereas 69% of women employees received a bonus. The number of male employees receiving a bonus has increased since 2018, whilst the number of female employees receiving a bonus has decreased. Once again, this is due to the nature of the construction industry, with the female employees of the company being employed in predominantly clerical roles. As previously explained the clerical staff receive bonuses on an individual performance basis, whilst the Groundworkers receive bonuses based on whole company performance and achievements.

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

	MALES		FEMALES	
	2018	2019	2018	2019
LOWER QUARTILE	91.57%	92.31%	8.43%	7.69%
LOWER MIDDLE QUARTILE	96.39%	94.81%	3.61%	5.19%
UPPER MIDDLE QUARTILE	96.39%	98.71%	3.61%	1.29%
UPPER QUARTILE	97.6%	94.87%	2.4%	5.13%

The majority of female employees at Fred Champion Groundworks Ltd are employed in clerical positions and these are represented in the Lower and Lower Middle Quartiles.

The Upper Quartile comprises of technically skilled employees, these being machine drivers and operators, and Higher Management roles. These roles have historically been male dominated and a lack of female applicants for these types of roles has led to the statistics shown.

WHAT ARE WE DOING TO CLOSE THE GAP

We already have in place a robust recruitment strategy. Our Recruitment and Training department work very closely with local colleges and other organisations to promote a career in the Construction Industry to both men and women. We are continually recruiting, but to this date no females have applied for either an apprenticeship or an employment position in the construction areas of our organisation. It is recognised that this is not an issue with Fred Champion Groundworks Ltd alone, but that this is an industry wide issue.

We have already identified potential in our female employees and we have supported them to move within the organisation to more senior positions, providing them with training leading to professional qualifications, a mentor system and full support along the way.

Fred Champion Groundworks Ltd is fully committed to reducing the Gender Pay Gap within the Company. We continue to challenge the traditional idea that Construction is a male-orientated field, and we will continue working with organisations and training providers in order to recruit high quality female employees across all sectors of our organisation.

A handwritten signature in black ink, appearing to read 'JR', written in a cursive style.

Jamie Roberts
Commercial Director
19TH February 2019

