
Gender Pay Gap Report 2018



CHAMPION
GROUNDWORKS LTD

GENDER PAY GAP REPORT 2018

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 05th April 2018.

Gender Pay Gap

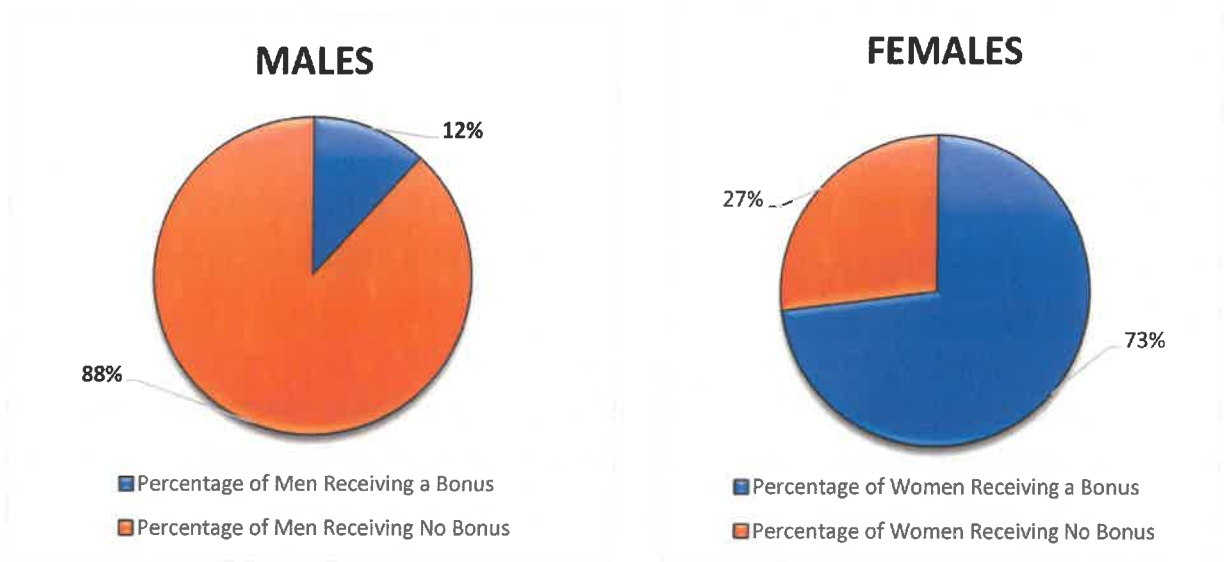
These figures show the pay gap between male and female employees for both the 2017 year and the 2018 year:

	MEAN		MEDIAN	
	2018	2017	2018	2017
PAY GAP	10.75%	12.5%	5.57%	11%
BONUS GAP	53.44%	53.8%	-250%	-66.7%

These statistics show that men are paid on average 10.75% more than women as a mean average but 5.57% more as a median average. The Gender pay Gap has decreased since 2017 on both Mean and Median figures. The difference is due to there being a higher percentage of males in higher management roles, attracting a higher salary. However, the Bonus Gap statistics show that women receive 5.57% more Bonus payments on a Mean Average and 250% more bonus than men on a median 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	2017
% of Male Employees Receiving a Bonus	12%	29%
% of Female Employees Receiving a Bonus	73%	58%

The above graphs show that 12% of male employees received a bonus whereas 73% of women employees received a bonus. The number of male employees receiving a bonus has decreased since 2017, whilst the number of female employees receiving a bonus has increased. 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	2017	2018	2017
LOWER QUARTILE	91.57%	90.2%	8.43%	9.8%
LOWER MIDDLE QUARTILE	96.39%	95.2%	3.61%	4.8%
UPPER MIDDLE QUARTILE	96.39%	100%	3.61%	0%
UPPER QUARTILE	97.6%	95.2%	2.4%	4.8%

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

The Upper Quartile comprises of technically skilled employees, these being machine drivers and operator. These roles have historically been male dominated and a lack of female applicants for these types of roles has led to the statistics shown. The majority of employees in the Upper Quartile are higher management employees.

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 have had both male and female employees attend Open Days organised by local training providers, specifically for construction, to talk to potential apprentices about a career in our industry. 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.



Jamie Roberts
Commercial Director
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