

# Gender pay gap report

## Reporting Ian Williams Gender Pay Gap

This section of the report outlines Ian Williams gender pay gap figures; the figures have been calculated using the standard methodologies set out in the gender pay gap information regulations.

### Gender Pay Gap Statistics

#### ORDINARY PAY

The table below shows the mean and median gender pay gap based on hourly rates of pay of those employed on the snapshot date of 5th April 2018.

Median hourly pay difference between male and female employees	18.4%
Mean hourly pay difference between male and female employees	15.2%

The median is the middle pay rate in our list of pay rates when they are sorted from lowest to highest. By using a median average, it removes the distortion that one or two high paid females could have on the overall picture. Our median gender pay gap shows that women were paid 18.4% less than men across the whole company, a slight reduction when compared to last year's figure.

Our mean gender pay gap shows that women were paid 15.2% less than men as an average across the whole company. The mean gender pay gap is calculated by adding the hourly pay rates of all employees together and dividing the sum by the total number of pay rates.

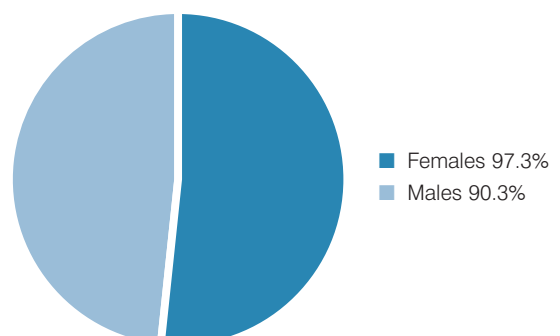
#### BONUS PAY

The table below shows the mean and median gender pay gap based on bonus paid during the 12 months to 5th April 2018.

Median bonus difference between male and female employees	42.2%
Mean bonus difference between male and female employees	48.6%

### Proportion of males and females receiving bonuses

The chart below shows the proportion of males and females receiving bonuses in the year to 5th April 2018.



## Introduction

Last year we published our first gender pay gap report in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This document covers our second year of reporting based on 2018 pay data and shows our gender pay gap statistics, our analysis of the causes, and an update on the actions we are taking to redress the balance.

## Gender Pay Gap and Equal Pay

**Gender Pay Gap and Equal Pay are not the same and are often confused.**

The gender pay gap is the difference between the gross hourly earnings for all men and women, expressed as a percentage. In contrast to equal pay, the gender pay gap is much more a reflection of workforce profile (the work men and women do and their position in a company's hierarchy) than about pay for men and women doing the same or similar jobs.

Whereas gender pay mixes all earnings together, this is not the case with equal pay. Equal pay is about men and women being paid equally for performing the same or similar job roles.

A company can have a gender pay gap despite paying male and female employees equally for completing the same jobs. For example, where the majority of women are employed in lower paid jobs and/or where there are a higher number of men holding senior roles.

Ian Williams has a clear policy of rewarding employees equally for the same or similar work and has systems and processes in place to ensure this.

These include regular pay audits, providing equality and diversity training to those involved in pay reviews, and pay benchmarking for different job types.



## Proportion of male and females in pay quartiles

Pay quartiles are calculated by ranking employees from highest to lowest paid and dividing this list into four equal parts ("quartiles"). You then calculate the percentage of men and women in each of the four parts.

From highest to lowest paid, the charts opposite show the proportion of males and females in each pay quartile. Each quartile has the same number of employees in it.

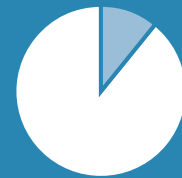
The pay quartiles show that Ian Williams employs significantly more men than women.

Quartile 1 - Lowest Pay



■ Females 35% ■ Males 65%

Quartile 3



■ Females 11% ■ Males 89%

Quartile 2



■ Females 10% ■ Males 90%

Quartile 4 - Highest Pay



■ Females 10% ■ Males 90%

## Summary Analysis - what are the underlying causes of Ian Williams gender pay gap?

**Our gender pay gap does not stem from paying men and women differently for the same or similar work; Ian Williams has a clear policy of rewarding employees equally.**

It is a result of the roles that men and women undertake, and the salaries that these roles attract. Women currently account for just 16% of our workforce and 53% of these complete roles that fall into the lower pay band quartiles. In addition, women occupy only 10% of our highest paid roles.

Whilst the profile of our workforce is not uncommon for an organisation in construction, it is something we are strongly committed to changing.

We have not seen any significant reductions in our gender pay gap in the past year. Many of the positive steps we are taking to reduce our gender pay gap will take some time to have an impact because they involve redressing the gender balance of our organisation as well as increasing female representation in senior roles - we believe it is unrealistic to achieve this in a short time frame and therefore significant reduction in our pay gap is not expected immediately. We are confident that in the medium to long term the actions we are taking will make our organisation more gender diverse, and as a result our pay gap will be reduced.

## Closing our Gender Pay Gap

Over the past 12 months we have taken the following key actions to reduce our gender pay gap:

- Formed a steering group comprised of senior managers to further develop our equality, diversity and inclusion strategies.
- Enhanced our equality and diversity policies and procedures.
- Provided Equality, Diversity and Inclusion training, including unconscious bias to our senior managers; this training is currently in the process of being implemented across our entire workforce.
- Introduced formal measures to monitor our compliance with our equality policies and our progress against the commitments set out in them and this report.
- Strengthened our internal recruitment team to develop our recruitment strategy, further ensuring unconscious bias is removed from the process and improved gender balance on recruitment panels.
- Delivered appraisal training to ensure they are conducted fairly and consistently.

**We will continue to develop our policies and support the recruitment, advancement and retention of underrepresented groups, we will focus on the following actions next:**

- Review our maternity, paternity and adoption benefits.
- Further extend our training schemes to all roles ensuring equal access to development opportunities.
- Develop specific training for career break returners.
- Further explore the use of modern working practices in our business.

**We will also continue to seek views, ideas and participation from our employees on how the gap can be closed.**

I, David Sewell, Finance Director, confirm that the information in this statement is accurate.

Signed:



Date: 28th March 2019

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