

Gender pay gap report

Introduction

In April 2017 the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into effect requiring companies with more than 250 employees to publish their gender pay gap, with the first publication to be made by April 2018, and annually thereafter.



Gender pay gap and equal pay: what's the difference?

Equal pay and the gender pay gap are often confused.

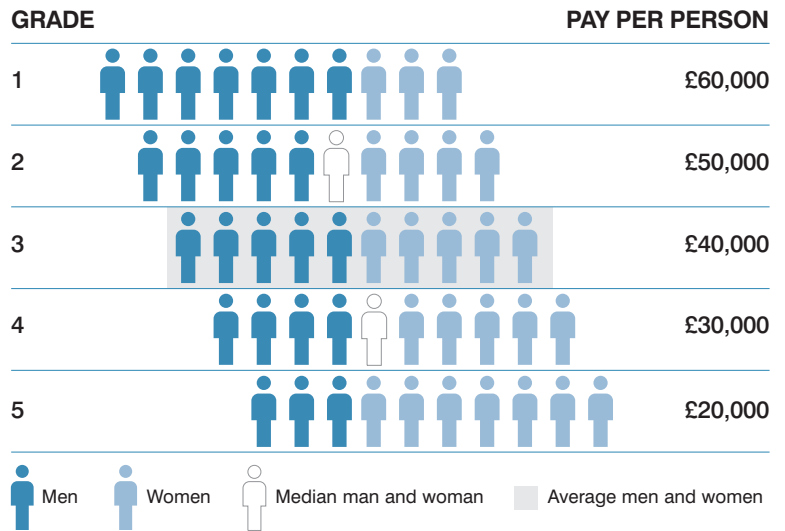
Equal pay concerns pay for individuals or groups performing the same or similar job roles. The gender pay gap is concerned with the difference in the average earnings of men and women across a business as a whole, regardless of their role or seniority.

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 is a higher number of men holding senior roles.

EXAMPLE

A hypothetical company 'X' has 50 employees (25 of each sex), five grades and equal pay between men and women at each grade, but different numbers of men and women in each grade:

Mean (average) pay	£40,000
Male mean pay	£44,000
Female mean pay	£36,000
Mean gender pay gap	18%
Male median pay	£50,000
Female median pay	£30,000
Median gender pay gap	40%



Reporting the Gender Pay Gap at Ian Williams Limited

At Ian Williams we are committed to equality and diversity and recognise the benefits a diverse workforce brings.

This report shows our gender pay gap statistics, our analysis of the causes, and an outline of the actions we intend to take to redress the balance.

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 2017.

Mean hourly pay difference between male and female employees	12.2%
Median hourly pay difference between male and female employees	19.6%

The mean is the more commonly used average: it adds all the hourly pay rates together and then divides them by the total number of pay rates. Our mean gender pay gap shows that

women were paid 12.2% less than men as an average across the whole company.

The median is the middle pay rate in the list of pay rates. The median is used so that the average is not distorted by a small number of exceptions to the general rule. In the context of the gender pay gap, it removes the distortion that one or two high paid females have on the overall picture. The median therefore presents a better measure of what is happening. Our median gender pay gap shows that women were paid 19.6% less than men across the whole company.

BONUS PAY

The table below shows the mean and median gender pay gap based on bonus paid during the 12 months to 5th April 2017.

Mean bonus difference between male and female employees	33.3%
Median bonus difference between male and female employees	33.4%

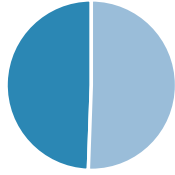
Our mean shows that women were paid 33.3% less bonus than men as an average across the whole company. Our median shows that women were paid 33.4% less bonus than men across the whole company.



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 2017.

Proportion of males and females receiving a bonus



■ Females 95.7% ■ Males 93.4%

Summary Analysis

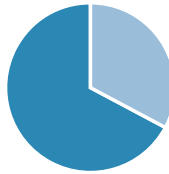
The most significant factor causing our gender pay gap is that only 15% of our total employees are female, and that 56% of those work in roles in the Lower Quartile Pay Band.

We are confident that our employees are paid the same for equal or equivalent work and we have robust review processes for ensuring that this remains the case over time.

Proportion of males and females in each quartile

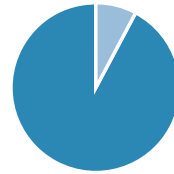
The charts below show the proportion of males and females in each quartile, from lowest pay to highest pay. Each quartile has an equal number of employees in it.

Lower Quartile Pay Band



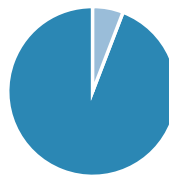
■ Females 33% ■ Males 67%

Lower Middle Quartile Pay Band



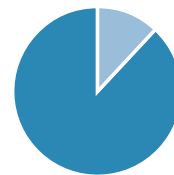
■ Females 8% ■ Males 92%

Upper Middle Quartile Pay Band



■ Females 6% ■ Males 94%

Upper Quartile Pay Band



■ Females 12% ■ Males 88%

The charts show that there are far more men employed at Ian Williams than women, with the biggest difference in the upper middle quartile.

Closing the Gender Pay Gap

Whilst it is perhaps unsurprising that a company in the construction industry would have a higher number of male than female employees, we do not accept that this is something which cannot be changed. This report marks the beginning of an enhanced strategy on equality and diversity so that we can look forward to the gap closing in future years.

What we already do

- Carry out regular pay audits for employees carrying out the same or equivalent roles.
- Carry out regular market rate benchmarking for different roles.
- Carry out regular reviews of our job descriptions to ensure they are non-discriminatory.
- Deliver appraisal training to ensure appraisals are conducted consistently and fairly.
- Carry out equality and diversity training.
- Focus on outcomes rather than time spent in the office when appraising individuals for career progression.

What we plan to do next

- Review our maternity, paternity and adoption benefits.
- Ensure gender balance on recruitment panels.
- Further extend our training schemes to all roles ensuring the same access to development opportunities.
- Develop specific training for career break returners.
- Extend our equality and diversity training, focusing on unconscious bias.
- Explore the use of modern working practises in our business i.e. flexible working, job sharing and part time working.
- Monitor whether both genders are progressing through their careers at the same rate.
- 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 2018

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