

# Gender pay gap report

April 2024

## Introduction

We report our gender pay gap in line with the regulations set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations.

We are committed to taking proactive action to reduce our gender pay gap and we are pleased to report a continued reduction in our gender pay gap this year.

We want our workforce to be truly representative of all areas of society, and for each employee to feel included, respected, and able to give their best.

This report shows our gender pay gap statistics, our analysis of the causes, and an outline of the actions we are taking to address it.

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

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

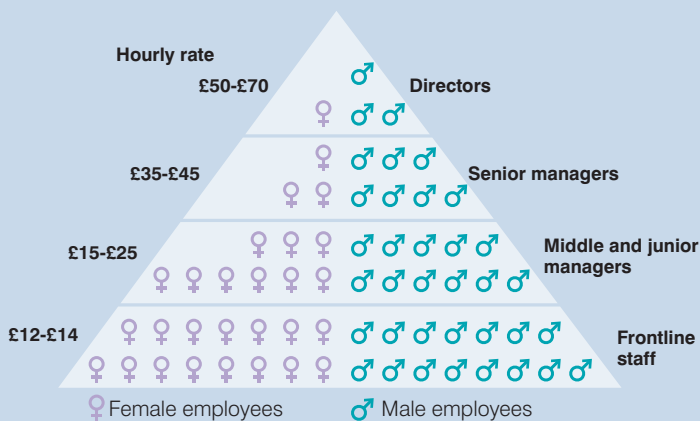
The gender pay gap is the difference between the average hourly earnings of all male colleagues compared to the average hourly earnings of our female colleagues, expressed as a percentage. The gender pay gap reflects the profile of our workforce i.e., the work men and women do and their position in a company's hierarchy.

In contrast Equal pay ensures men and women are paid equally for performing the same or similar job roles.

We have a gender pay gap despite paying our male and female colleagues equally for the same work. Our gender pay gap exists because men and women work in different roles and those roles have different salaries.

Figure 1 below shows an example of this, in the example men and women are paid the same for the role they complete. There are less women than men in higher paid roles, which means the average pay for men, across the organisation as a whole, is higher than the average pay for women, and this results in a gender pay gap.

### Organisation with equal pay and a gender pay gap



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



## 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 2023.

Mean hourly pay difference between male and female employees	5.8%
Median hourly pay difference between male and female employees	7.0%

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. In this reporting period our mean gender pay gap shows that women were paid 5.8% less than men on average, when comparing average pay across the whole company.

This year's calculations show that our mean gender pay gap has reduced by 2 percentage points since last year and 6.4 points since reporting began.

The median is the middle pay rate in the list of pay rates when sorted from lowest to highest. 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.

Our median gender pay gap has reduced by 1.9 percentage points when compared to this time last year and is 12.6 percentage points lower than when reporting began.

### BONUS PAY

The table below shows the mean and median gender pay gap based on bonus paid during the 12 months to 5th April 2023.

All relevant employees are included in our gender bonus gap calculations as stipulated in the regulations.

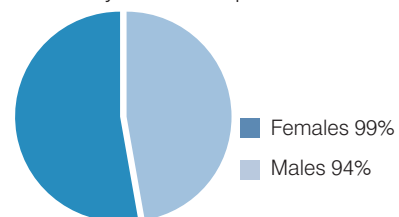
Mean bonus difference between male and female employees	-6%
Median bonus difference between male and female employees	-66.5%

This year our female colleagues received a higher bonus payment on average than our male colleagues which is why our gender bonus gap is expressed as a negative figure.

Recent changes to one of our bonus schemes is having a positive impact on our gender pay gap. Our bonus structure is role based, meaning colleagues participate in difference schemes depending on the role they complete, though each scheme is of course identical for employees completing the same role.

## Proportion of males and females receiving bonuses

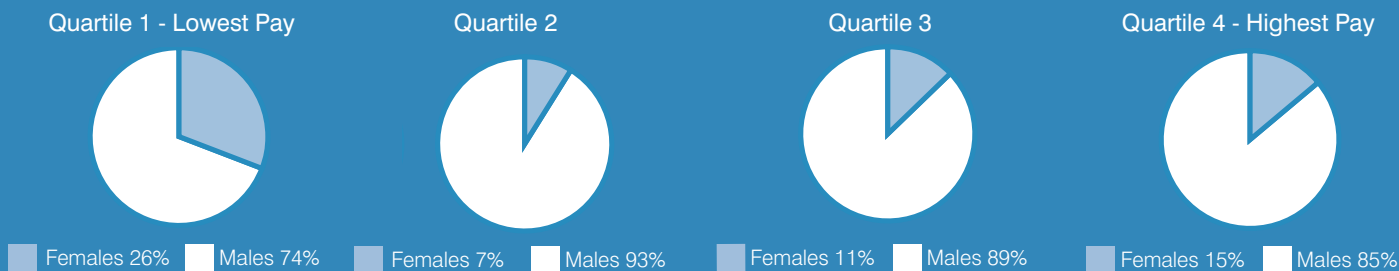
The chart below shows the proportion of males and females receiving bonuses in the year to 5th April 2023.



We are proud to offer all colleagues the opportunity to earn bonus.

## 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.



### Summary Analysis

The most significant factors causing our gender pay gap are that

- There is an imbalance in the number of men and women employed at various levels within the organisational structure, with women representing just 15% of our workforce
- although our female colleagues are employed in roles at all levels of the business, we have significantly fewer women than men in each of our pay quartiles and women occupy a greater proportion of our lower paid roles than they do our most senior positions
- Typically, people in more senior positions receive the highest pay and bonuses to appropriately reward the level of responsibility they hold, and this is the case within our organisation.

### Reduction in our gender pay gap

Our gender pay gap continues to reduce, the main causes of this are:

- women now occupy a greater number of senior paid roles. This year 25% of our female colleagues occupied roles in the highest pay quartile, compared to 22% a year earlier and 16% 2 years ago. This is a result of our ongoing efforts to ensure our recruitment and internal development processes are fair and inclusive. For example, in the last year two female directors were appointed to our board.
- our early talent programmes have provided the opportunity for us to encourage new entrants to the market which has resulted in the recruitment of female colleagues into trainee technical roles which have high earnings potential, many of whom are progressing their careers and entering higher pay quartiles as they do so
- we operate a profit share scheme which resulted in a standardised approach to the amount of bonus our monthly paid colleagues can earn, expressed as a % of salary which is now the same regardless of where a job role sits in our hierarchy. Our lower paid colleagues are now earning a larger bonus than in previous years.

### Closing the Gender Pay Gap

Whilst we are making progress in closing our gender pay gap, we remain unhappy that a gender pay gap exists in our organisation and continue to be committed to doing everything we can to reduce the gap further. However, we also know this is a difficult task.

It is unsurprising that the construction industry has a higher number of male than female employees, however we will continue to play a proactive and positive role to:

- encourage more female entrants to the market and into our employment
- facilitate the career progression of female employees within our business and the industry

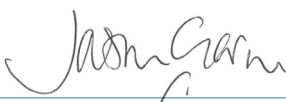
Regrettably we must acknowledge that given the current composition of the industry closure of gender pay gaps within construction will not be realised quickly, however we remain committed to a long-term sustainable approach focused on improving the representation of women and all underrepresented groups at each level of the organisation.

Our key areas of focus continues to be as follows:

1. RECRUITMENT AND SELECTION – accessing diverse talent pools and ensuring our recruitment and selection processes are inclusive to increase the number of women (and other underrepresented groups) we employ.
2. ENCOURAGE NEW ENTRANTS TO THE MARKET – creating opportunities that support underrepresented groups to join the industry such as apprenticeship schemes, work experience placements and career change programmes
3. FLEXIBILITY– ensuring as many of our roles as possible can be completed more flexibly to make roles more accessible to a broader talent pool
4. REWARD AND RECOGNITION – embed a behaviour framework which recognises and rewards inclusive behaviours at all levels of the organisation and makes career development contingent on this, consider modern and flexible benefits packages that appeal to a broad range of talent including continued offering of enhanced family leave pay.

We look forward to continuing to share our progress in future reports.

I, Jason Gorin, People Director, confirm that the information in this statement is accurate.

Signed: 

Date: April 2024

[www.ianwilliams.co.uk](http://www.ianwilliams.co.uk)




**For further information**  
about Ian Williams Limited  
and the services we provide,  
please contact us.



Ian Williams Limited  
Quarry Road  
Chipping Sodbury  
Bristol BS37 6JL

 01454 328000

 [enquiries@ianwilliams.co.uk](mailto:enquiries@ianwilliams.co.uk)

 [www.ianwilliams.co.uk](http://www.ianwilliams.co.uk)