

Gender Pay Report

This report is for the snapshot date of 5 April 2019.

	2017		2018	
Construction	Mean	Median	Mean	Median
Gender Pay Gap	38%	37%	35.9%	31%
Gender Bonus Gap	45%	56%	52.2%	55%

How does Clugston's gender pay gap compare with that of other similar organisations?

The vast majority of construction organisations have a significant gender pay gap and last year, Clugston was representative of that gap, registering a mean of 38% and a median of 37%.

We are pleased to be able to say that this has improved for 2018, with a mean of 35.9% and a median of 31%.

The positive news is that the percentage age of senior roles filled by females has increased this year and although this is a small movement, females are developing their careers within Clugston Construction to senior levels. This trend will continue as more females come into professional and management roles.

In the upper and lower middle quartiles, there was a slight reduction on last year's percentage ages. Actions have been identified to be delivered this year and we should see all quartiles improve for women.

Pay quartiles by gender in Clugston Construction

Construction	2017		2018		Variance
	Men	Women	Men	Women	
Top Quartile	96%	4%	93.8%	6.3%	2.3%
Upper Middle Quartile	87%	13%	87.6%	12.4%	0.6%
Lower middle Quartile	82%	18%	84.8%	15.2%	2.8%
Lower Quartile	52%	48%	57.1%	42.9%	6.9%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Clugston Groups' pay gap?

All men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme; or
- work of equal value

Clugston Group is committed to the principle of diversity and inclusion of which equal opportunities and equal treatment for all employees is central, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.



Job roles are evaluated and set pay ranges are applied across the organisation. This process is also applied when a new role is created.

Clugston Group is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Gender Pay across the organisation

Across the organisation, the picture has also improved. The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9% and for Clugston Group it is slightly higher at 18.3%. However, this is an improvement on last year, by 1.7%

This is its report for the snapshot date of 5 April 2019.

	2017		2018	
Construction	Mean	Median	Mean	Median
Gender Pay Gap	28%	20%	26.6%	18.3%
Gender Bonus Gap	45%	56%	52.2%	55%

In the coming year, to improve the gender pay gap further, Clugston Group is committed to:

- reviewing its policy on bonus payments
- agreeing as part of a recruitment preferred supplier framework, a measurement of gender balance in the candidate shortlist
- a recruitment page on our website that will offer career paths rather than vacancies
- closer liaison with careers offices in schools and colleges to ensure that construction opportunities are promoted within the ages of 14-18 years.
- a focus on females studying STEM subjects at college to provide career choices
- developing family friendly policies, as research from RICS shows that work life balance is still a major consideration to females in construction.