

Gender Pay Reporting



From 6 April 2017 employers in Great Britain with more than 250 staff have been required by law to publish the following four types of figures annually on their own website and on a government website:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation’s pay structure.

Tony Gee has therefore published the data again this year as required for all permanent employees, this excludes contract staff and LLP members as these are not covered by the legislation. We have also carried out further analysis to ensure that pay for individuals at equivalent stages of career development is not influenced by gender.

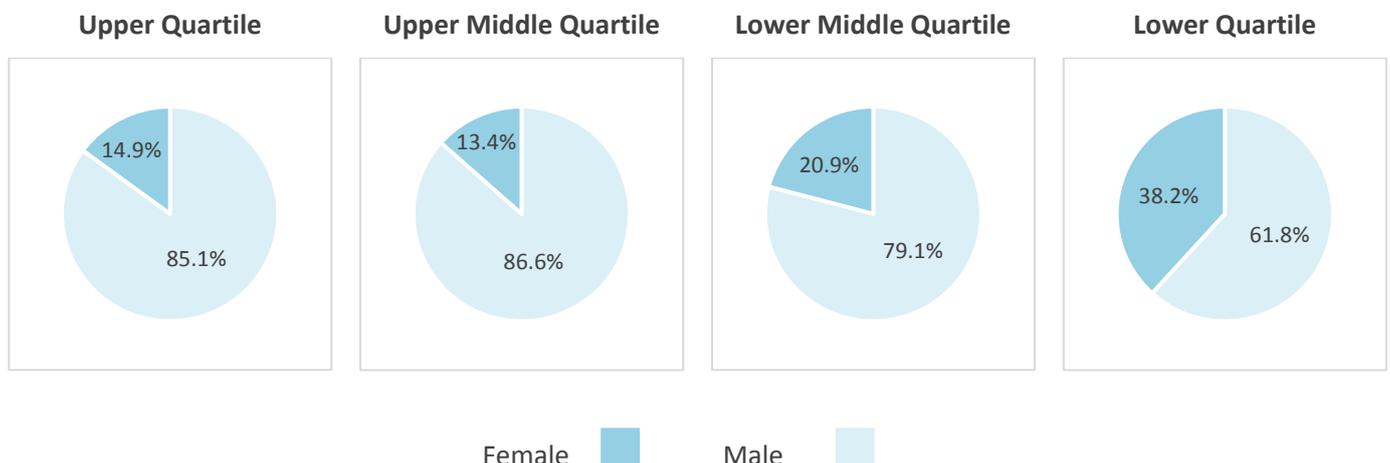
Tony Gee’s data for 2018

Difference between male and female pay

	Mean	Median
Normal hourly rate	17.8%	23.4%
Bonus payment	46.1%	42.4%

	Male	Female
Proportion of Males and Females receiving a bonus	85.5%	75%

Distribution of male and female in each quartile



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Background of gender pay gap

As with all companies within the construction sector, and the majority of companies within the UK in most sectors we do have a gender pay gap and it was important that we recognised this last year and continue to do so now and into the future until it is addressed.

I reported last year that the gender pay gap within Tony Gee was a result of the predominance of men, and therefore a lack of women, in senior positions within the business, this is still the case this year, and as discussed later has got marginally worse this year due to the same reason. Our reported median pay gap has increased in 2018 and this is as a result of us increasing our recruitment of women into the business. The majority of our recruitment is at the lower end of our pay scales with people starting their careers so while we have increased our overall proportion of women in the business the majority have been at this early stage in their careers on lower salaries, so the median has dropped. Tony Gee is committed to improving gender diversity and this process starts with recruitment and is followed up by continued development of all staff through our company career structure and this will over time correct our gender pay gap.

By using this approach to addressing gender inequality with recruitment in the first instance, in 2018 we set a target of trying to achieve 50/50 split on our interview short lists for both university student sponsorships and apprentice intake into the business. While we were not always successful in doing this due to lack of female applicants we did move a long way towards this and this has resulted in our intake of students to our sponsorship programme in 2018 being 45% female this year. This is really encouraging and we will now continue to help all staff, female and male, to develop through the career structure in the coming years.

While I am still personally disappointed that we have a gender pay gap of this scale I am encouraged by how much difference to our recruitment process a simple thing like 50/50 interview short list has made and I look forward to us closing the pay gap in the future. I know that there is a possibility our pay gap in the form reported here could increase further due to the recruitment policy we have adopted but I am confident that the increased diversity this policy is achieving will bring long term benefits for Tony Gee and will ultimately close the gap in the long term.

Signed:

Chris Young
Executive Managing Director