

Gender pay reporting

From 6 April 2017 employers in Great Britain with more than 250 staff are 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 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 2017

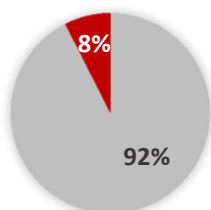
Difference between Male and Female pay

	Mean	Median
Normal Hourly Rate	22.4%	19.6%
Bonus Payment	52.5%	38.0%
Proportion of Males and Females receiving a bonus	85.8%	80.6%

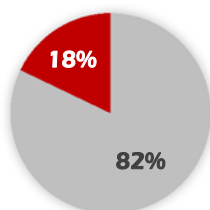
	Male	Female
Proportion of Males and Females receiving a bonus	85.8%	80.6%

Distribution of Male and Female in each quartile

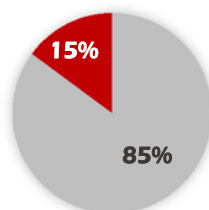
Upper Quartile



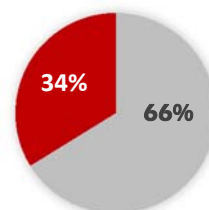
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Male ■ Female ■

Background on 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 is important that we do recognise this.

The gender pay gap within Tony Gee is a result of the predominance of men, and therefore a lack of women, in senior positions within the business. Our analysis confirms that we do not have a gender pay gap for people carrying out similar roles at similar levels within our career structure. So we need to continue with our current pay structure policies and work on further improvements to the distribution of gender throughout our career structure.

The gender pay gap is a long standing and significant problem for the whole of the construction industry and one which Tony Gee is already working to improve within our business.

Currently 20% of our permanent employees are female but this reduces for more senior career levels and hence the pay gap. We are already actively working on redressing this by encouraging more discussion and openness about the topic across the business and we are working towards more diversity in our recruitment process at all levels.

Retention and development of all staff, irrespective of any gender or other differentiating characteristic is also a key factor in enabling everyone to reach their full potential and we are working hard to enhance our training and career development opportunities. Based on the responses to our staff survey, we know that there is a real enthusiasm and commitment to these issues. This is demonstrated by the significant amount of work being done by staff promoting engineering through initiatives with our STEM ambassadors and our commitment to students and apprentice recruitment where we are actively aiming for 50/50 male female interview lists. I look forward to the development of future initiatives to further the work on reducing the gender pay gap.

We have already taken some steps towards promoting a more flexible working environment following last year's survey and this has been proven to be a significant factor in attracting and retaining female employees so we will continue to work on this in the future to encourage this continued diversification.

While I am personally disappointed that we have a gender pay gap so large I am also heartened by the additional analysis that tells me our pay structure is fair across our career levels. We know where to focus our efforts and I look forward to being able to report these figures on a yearly basis and to be able to show an improving picture on gender progression and equality within Tony Gee.



Chris Young,

Executive Managing Director.