



## Gender Pay Gap Report 2019

Under new laws, Steve Hoskin Construction Ltd as an employer with more than 250 employees is required to publish an annual Gender Pay Gap (GPG) report showing any differences in pay between male and female employees, irrespective of their role and seniority. The report is based on pay data as at 30 March 2019, referred to as the snapshot date.

The regulations require reporting on pay and bonuses as follows:

Mean (average) gross hourly rate of pay

Median gross hourly rate of pay

Proportion of male/female in hourly rate of pay quartiles (four bands)

Mean bonus pay

Median bonus pay

Proportion of male/female in receipt of bonuses, in the 12 months before the snapshot date

Relevant number of employees at snapshot date: **346**

### Gender Balance



**Male**

**97%**

**Female**

**3%**



### Gender Pay Gap

	Mean	Median
Steve Hoskin Construction Ltd Gender Pay Gap	15.36%	7.08%



In the Construction Sector the gender pay gap is 23.9%.

**Explaining our gender pay gap**

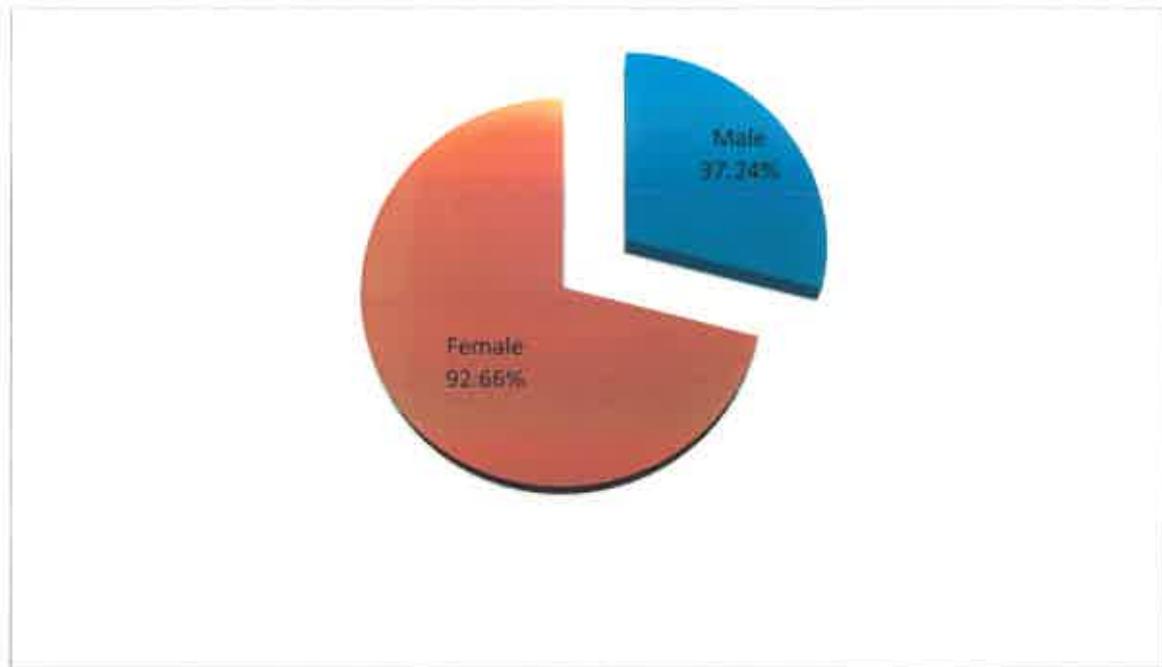
Steve Hoskin Construction Ltd gender pay gap is significantly lower than the National average. However, this is not driven by unequal pay, but by the uneven split of men and women across the company and the type of roles that they do.

Like other employers in our sector, we have a greater proportion of men working in lower paid, unskilled roles, such as labourers and non skilled site operatives, whilst the females occupy professional managerial roles.

**Gender Bonus Gap**

	Mean	Median
<b>Steve Hoskin Construction Ltd Bonus Gap</b>	<b>62.64%</b>	<b>37.36%</b>

**Proportion of Male and Female Employee Bonuses**



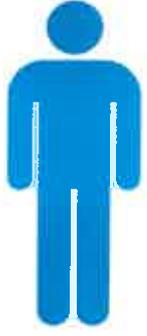
When looking at the chart above, consideration needs to be given to the fact that at Steve Hoskin Construction Ltd, we have a total of 346 employees, with 333 being male and 13 being female.

With this in mind, this pie chart should not be taken at face value, as in the snapshot year, there were actually a higher number of male employees who received a bonus in this year than females, and not all employees were eligible for a bonus due to their length of service with the company.



## Pay Quartiles

The proportion of males and females in each quartile pay band is as follows:

	Male %	Quartile	Female %
	97%	Lower Quartile	3%
	96%	Lower Mid Quartile	4%
	98%	Upper Mid Quartile	2%
	97%	Upper Quartile	3%
	97%	Total Employee Split	3%
			

The split of males and females within each of the quartiles is reflective of the predominantly male environment in which we operate.

## Summary

It is well reported that the reasons behind the gender pay gap is a complex issue. Steve Hoskin Construction Ltd, as with many other companies within the construction industry has a high proportion of male employees.

Steve Hoskin Construction Ltd is aware of the need to nurture new talent and will endeavour to review processes and procedures to see what can reasonably be done to increase the number of females within the company.

## Monitoring and Performance

We will monitor and analyse our gender pay gap, so that we can better understand the drivers of the gap and try to put in place an action plan to reduce it. We recognise however, that meaningful change across the industry is needed and this will take time.

## Our Declaration

We confirm that our gender pay gap calculations are accurate and meet the requirements of the methodology set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Neil Hoskin, Construction Director confirm that the information in this statement is accurate.

Signed:  \_\_\_\_\_ Dated: 13/3/20

\*source: Office for National Statistics and Annual Survey of Hours and Earnings (ASHE) 2019

