

Gender Pay Gap Review 2023



Sarah Rochelle,
Senior Ecologist

What is the Gender Pay Gap?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all private-sector and voluntary sector employers with 250 or more employees to publish a range of data based on a standard methodology. Employers must detail the gender pay gap for their organisation in the pay period in which 5th April (the “snapshot” date) falls in each year.

The six key metrics required by the legislation are as follows:

- the difference in the mean pay of full-pay men and women, expressed as a percentage;
- the difference in the median pay of full-pay men and women, expressed as a percentage;
- the difference in mean bonus pay of men and women, expressed as a percentage;
- the difference in median bonus pay of men and women, expressed as a percentage;
- the proportion of men and women who received bonus pay; and
- the proportion of full-pay men and women in each of four quartile pay bands.

According to the Office for National Statistics (ONS), the gender pay gap has been declining slowly over time. Over the last decade it has fallen by approximately a quarter among both full-time employees and all employees, however, in 2022, the gap among full-time employees increased to **8.3%**, up from **7.7%** in 2021. Compared with lower-paid employees, higher earners experience a much larger difference in hourly pay between the sexes. Managers, directors and senior officials occupation group has experienced the largest fall in gender pay gap since the pre-pandemic April 2019 figure, in particular for those aged 50 years and over; this group has previously been identified as having a notable impact on the pay gap.

Gender Pay Gap

The Gleeson Development Limited (“Gleeson”) figures for the pay period in which the snapshot date (5 April 2023) falls are shown below:

Median and Mean Gender Pay Gap 2023

Median -3.1% (2022 3.2%)

Mean 14.2% (2022: 12.5%)

Over the 12 months to 5th April 2023 Gleeson have seen the mean gender pay gap figure increase slightly from **12.5%** to **14.2%**. This year 658 employees have been included in the calculation split, this is compared to 697 employees in April 2022 and is a split of 70% men, 30% women. The median gender pay gap has reversed from **3.2%** in favour of men to **-3.1%** in favour of women.

Median and Mean Bonus Gap 2023

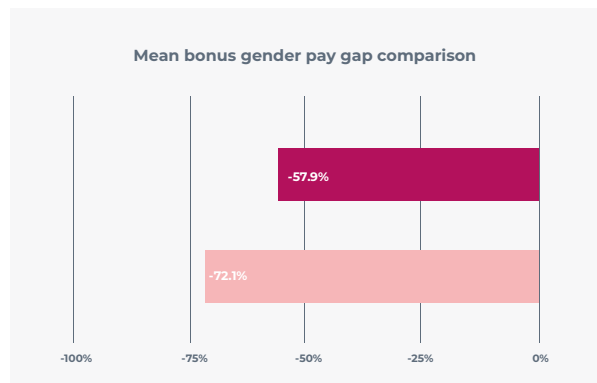
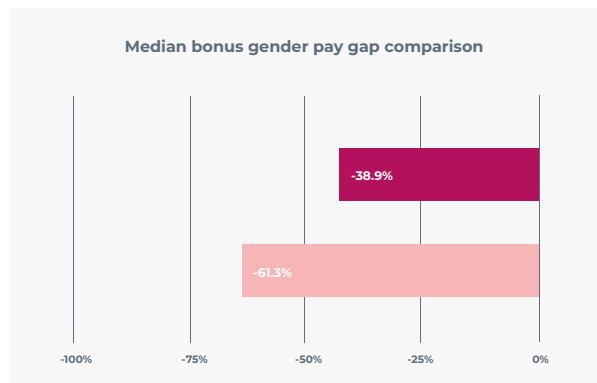
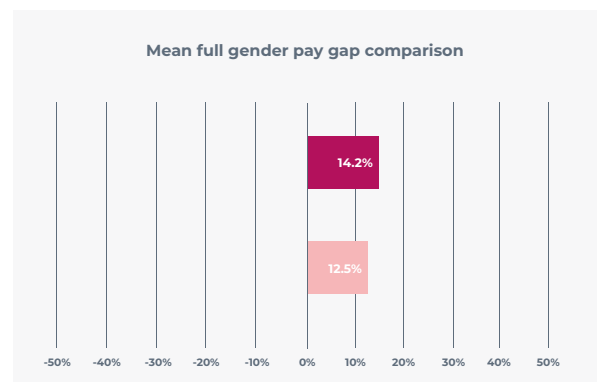
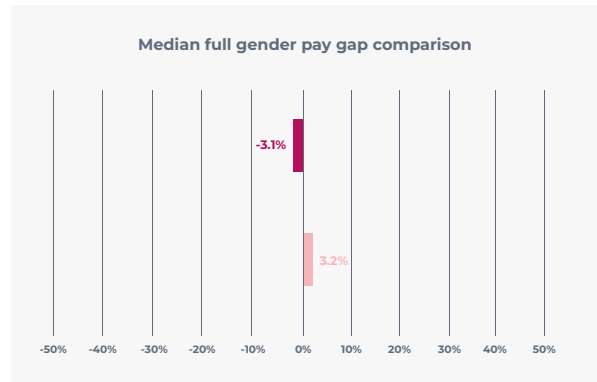
Median -38.9% (2022 -61.3%)

Mean -57.9% (2022: -72.1%)

The proportion of male employees receiving a bonus is 77.3% (2022: 72.0%) and the proportion of female employees receiving a bonus is 83.8% (2022: 78.8%)

The mean percentage is at **-57.9%** and the median percentage figure is **-38.9%** showing that overall females continue to receive a higher bonus payment than males. A higher proportion of women occupy Sales Executive roles that attract a commission structure which allows them to earn a commission based on reservations and exchanges plus an incentive bonus.

Historically, male employees have favoured construction based site roles, however, we now have 4 females within our site management teams. We continue to encourage people of all genders to apply for both construction and sales roles.



Pay Quartiles by Gender

Band A

Standard hourly rate places employees in the upper quartile



Band B

Standard hourly rate places employees in the upper middle quartile



Band C

Standard hourly rate places employees in the lower middle quartile



Band D

Standard hourly rate places employees in the lower quartile



Band A includes all of the operational directors. This quartile consisted of 85% men and 15% women compared to 80% and 20% in 2022. The upper middle quartile consisted of 54% men and 46% women compared to 59% and 41% in 2022 reflecting improvement in the balance. 51% of women included in the calculation are in the upper quartiles compared to 48% in 2022

Closing the Gap

Gleeson is an equal opportunities employer and does not discriminate on the grounds of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We pay employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). We will continue to carry out pay and benefits audits at regular intervals with managers who are involved in the audits who understand the background to pay and benefits and how it impacts their staff.

We recognise the importance of gender equality and inclusivity and understand that the gender identification employees have on record may not match how employees self-identify as some employees may not identify as either male or female. For data purposes none of our colleagues have identified as non-binary at the time of reporting.



Julie Beck
Sales Executive, Cumbria

Attract

We continue to seek ways of attracting more females into the construction industry by working in partnership with Women into Construction and Women in Property to continue our aim of promoting and investing in women in construction.

We do this through a number of ways including a focus on our entry level talent into the industry. Our Land Graduate entry scheme this year consisted of 60% females to 40% males and we are proud that we were able to attract more females into housebuilding, specifically into the Land discipline. In addition, we have designed an Early Talent Ambassador workshop and trained regional teams on hosting this workshop in their local schools and colleges to further attract female future talent to the industry.

Engage

We continue to look at roles that females occupy and review how our succession planning and talent mapping programme fits in with these roles including at commencement. Over the last few months we have seen 10 of the 11 Land Graduates originally recruited secure permanent roles within our Land Team allowing Gleeson to retain this talent, 60% of these are female. This year we have reviewed our job descriptions and have created more robust role profiles, ensuring that they are fully inclusive.

Grow

Our Organisational Development function within Gleeson is centred around building talent by making sure our employees have the necessary training and skills to be able to not only carry out their current roles in the most effective way but to also allow them to develop in their careers at Gleeson. This year we launched the Gleeson Competency Framework. Our competencies provide a sound basis for setting consistent and objective performance standards which help us clarify and meet expectations, define future development needs and do more focused recruitment and training development.

Declaration

I, Graham Prothero, Chief Executive Officer, confirm that the information in this statement is accurate



Date: 13th October, 2023