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equality

gleeson

Gender Pay Review 2022

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 5 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 of National Statistics (ONS), among full time employees, the median gender pay gap in April 2021 (the latest published data) was **7.9%**, slightly higher than the reported **7.0%** in April 2020 but continuing the downward trend from **9.0%** in April 2019. Compared with lower-paid employees, higher earners experience a larger difference in hourly pay between the sexes. The higher earning 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.

Why the Gap?

The Gleeson Developments Limited (“Gleeson”) figures for the pay period in which the snapshot date (5 April 2022) falls are shown below:

Median and Mean Gender Pay Gap 2022

Median 3.2% (2021: 11.4%)

Mean 12.5% (2021: 15.3%)

Over the 12 months to 5 April 2022, Gleeson have seen the mean gender pay gap figure decrease from 15.3% to 12.5%. This year 697 employees have been included in the calculation split 68% men and 32% women, this is compared to 599 employees in April 2021 split 69% men and 31% women. The median gender pay gap has also fallen from 11.4% at April 2021 to 3.2% at April 2022. The difference between the average hourly earnings between male and females continues to close.

Median and Mean Gender Bonus Gap 2022

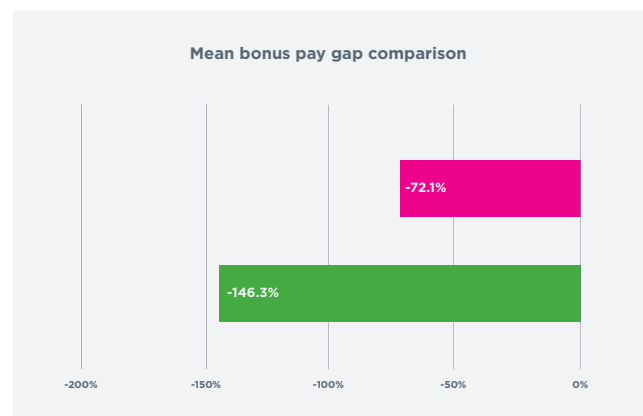
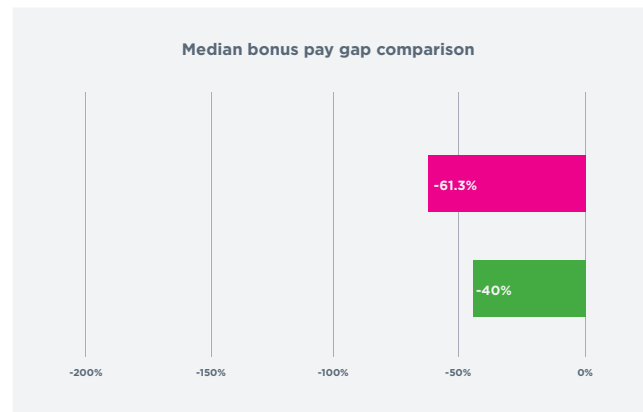
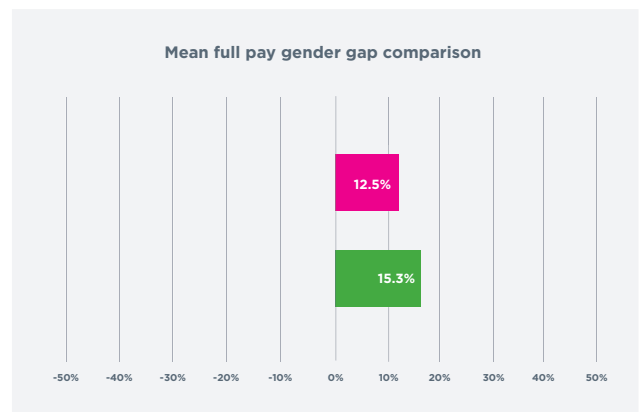
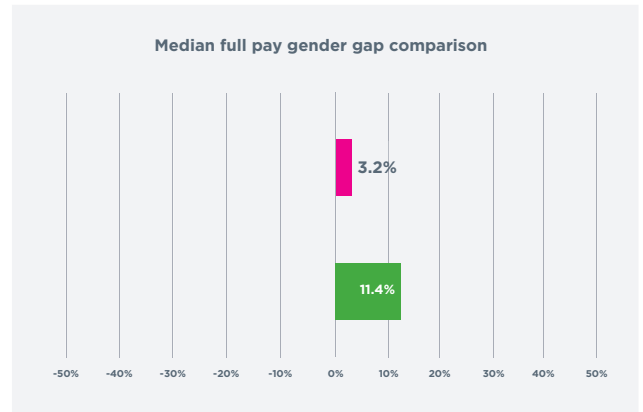
Median -61.3% (2021 -40.0%)

Mean -72.1% (2021 -146.3%)

The proportion of male employees receiving a bonus is 72.0% (2021: 82.9%) and the proportion of female employees receiving a bonus is 78.7% (2021: 89.3%).

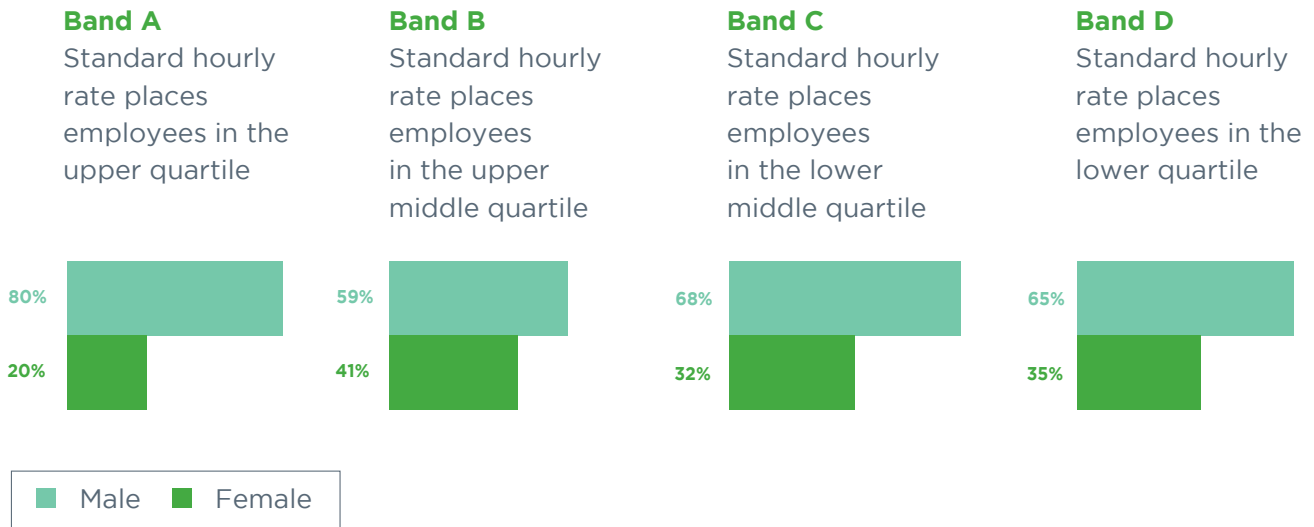
The mean percentage is -72.1% and the median percentage figure is -61.3% showing that females continue to receive a higher bonus payment than males. At the time of the calculation, 86.8% of Sales Executive roles were occupied by females. The Sales Executive team are part of a commission structure which 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 three females within our site management teams. We continue to encourage people of all genders to apply for both construction and sales roles.



April 2022 April 2021

Pay Quartiles by Gender



Band A includes all of the operational directors. Of the 36 operational directors, 30 are male and 6 are female (2021: 28 operational directors of which 3 were female). This shows that Gleeson continues to make progress on promoting females into senior roles with 48% of women now occupying the upper two quartiles compared to 44% in 2021.

Closing the Gap

Gleeson is an equal opportunities employer and will never discriminate on the grounds of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We strive to 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 that employees have on record may not match how all employees self-identify as some employees may not identify as either male or female. For data purposes none of our colleagues identified as non-binary at the time of reporting.



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 in promoting and investing in women in our organisation.

Our third Gleeson Apprenticeship week was held in March 2022 where we invited all prospective apprentices to understand Gleeson – our business model, our culture and our vacancies. Although we have more males applying for the bricklaying and joinery apprenticeships, we encourage females into these trades and we continue to widen the apprenticeship opportunities in other departments including Marketing, Finance and Technical.

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. Our bi-annual succession planning panels will commence in October 2022 where our people plans will be reviewed. Over the last 12 months we have seen 3 of our female technical apprentices promoted into technical assistant roles allowing Gleeson to retain this talent. We regularly review our job descriptions, making sure that they remain inclusive.

Grow

Our organisational development function within Gleeson is centered around building talent by making sure our colleagues 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 their careers at Gleeson. We have recently expanded this function by recruiting a learning and development manager who is focused on continuous personal development at all levels, plus an early talent partner who will lead the apprenticeship and graduate programmes.

Declaration

I, James Thomson, Chief Executive, confirm that the information in this statement is accurate.



August 2022