

Gender Pay Gap Report

What is the Gender Pay Gap?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which require all private-sector and voluntary sector employers with 250 or more employees to publish a range of data based on a standard methodology, were brought before parliament in December 2016. 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 from 2017 onwards.

An annual report must be published including the current gender pay gap calculations and must appear on the employer’s website in a manner that is accessible to all employees and to the public and once published must remain there for at least three years. Employers should publish the results, but not the raw data on which the calculations are based. This information must be uploaded to a government website where it will be publicly available.

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;
- The proportion of full-pay men and women in each of four quartile pay bands.

The figures for the 12 months to 5 April 2018 for Gleeson Developments Limited (“Gleeson”) are shown below:

- The mean gender pay gap is 6.5% (2017: 8.3%)
- The median gender pay gap is 8.7% (2017: 0.7%)
- The mean gender bonus gap is 44.2% (2017: -6.5%)
- The median gender bonus gap is -209.3% (2017: -138.9%)

The proportion of male employees receiving a bonus is 68.6% and the proportion of female employees receiving a bonus is 79%.

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Pay quartiles by gender			
Band	Males	Females	Description
A	73%	27%	Includes all employees whose standard hourly rate places them in the top quartile
B	74%	26%	Includes all employees whose standard hourly rate places them in the upper middle quartile
C	43.9%	56.1%	Includes all employees whose standard hourly rate places them in the lower middle quartile
D	89.3%	10.7%	Includes all employees whose standard hourly rate places them in the lower quartile

The underlying causes of the Company's Gender Pay Gap

The national average gender pay gap fell 8.6% for full time employees from 2017 to 2018. The gap for all employees is 17.9%, driven by more women working in part-time jobs, which are lower paid (an average hourly rate is £9.36 compared with £14.31, excluding overtime, for full-time jobs).

Over the 12 months to 5 April 2018 Gleeson have seen the mean gender pay gap figure reduce from 8.3% to 6.5% which suggests that Gleeson are heading in the right direction when looking at the difference between the average hourly earnings of men and women. The median gender pay gap figure has increased from 0.7% to 8.7%, and still shows Gleeson better than the national average for all employees. However it may also suggest that women are not progressing in the company at the same rate as men. We increased the forklift truck driver's rate of pay proportionally more than others within the company which increased the median to a greater extent. With reference to the report published 12 months previous; we continue to operate an industry with a high proportion of males which explains the percentage figures in the above table.

Our apprenticeship scheme is going from strength to strength however we still see more males applying due to the nature of the roles. They continue to then advance into site related roles and eventually into management.

Band A includes all of the company directors. Of the 11 directors, 8 are male. This band also includes a large number of the higher earning managers. Male employees make up the majority of the management team.

When comparing mean and median bonus pay gap figures from the last report to now, we see that at -6.5% and -138.9% respectively in 2017 females bonus payments are typically better than males. However for 2018 we found that as a result of share options which vested in the 12 month period for a small number of employees, including those for our Chief Executive, this increased the mean percentage figure to 44.2%.

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The median percentage figure calculated at -209.3% shows that a female employee continues to receive a higher bonus payment than a male employee. Female employees have historically occupied the sales roles at Gleeson. The sales negotiator team consists of 105 employees, 99 being female and 6 being male. Gleeson find that male employees are more attracted to the construction based site roles. The sales negotiator team are part of a commission structure which allows them to earn a commission based on reservations and exchanges. We continue to encourage people of all sexes to apply for both construction and sales roles.

What are we doing to address the Gender Pay 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 and managers who are involved in these audits understand the background to pay and benefits and how it impacts their staff.

Recruitment and Retention

Our internal recruitment team are developing a series of structured interview guides that allow hiring managers to fairly grade the candidates by asking the same questions in a predetermined order and format to reduce the impact of unconscious bias.

We continue to look at roles that females occupy and review how our succession planning programme fits in with these roles.

Gleeson Apprenticeship Programme

With our apprenticeship provider, we are expanding our recruitment of apprentices in other departments within the business including IT, Finance and Sales which will allow the company to encourage more females to take part in our apprenticeship programmes.

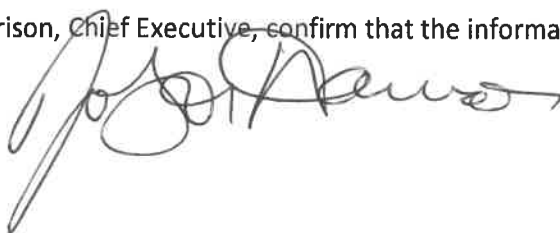
Diversity and unconscious bias Training Programme

Over the next 12 months we aim to have all relevant managers taking part in diversity and unconscious bias training, helping to raise awareness of the impact it has on the business and how it may influence a person's judgement without them being aware of it.

Any further initiatives will be reported in the annual statements on our website.

I, Jolyon Harrison, Chief Executive, confirm that the information in this statement is accurate.

Signed



Date 27-3-19.