



## **Gender Pay Gap Report 2017**

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# What Is It?

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As an employer with over 250 employees, we are required by law to undertake Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for all relevant employees at the prescribed snapshot date.

There is a requirement to publish the results on our website and a government website within a year of the snapshot date of 5th April.

The gender pay gap should not be confused with equal pay. Equal pay concerns pay differences between men and women who carry out the same or similar jobs or undertake work of an equal value, whereas the gender pay gap is concerned with the differences in average pay between men and women.

# How Does It Work?

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This process requires 6 calculations to be made in order to ascertain the difference between the average earnings of men and women within our organisation.

The calculations to be made are as follows:

- Mean gender pay gap in hourly pay, expressed as a percentage
- Median gender pay gap in hourly pay, expressed as a percentage
- Mean bonus gender pay gap, expressed as a percentage
- Median bonus gender pay gap, expressed as a percentage
- The proportion of males and females receiving a bonus; and
- The proportion of males and females in each pay quartile.

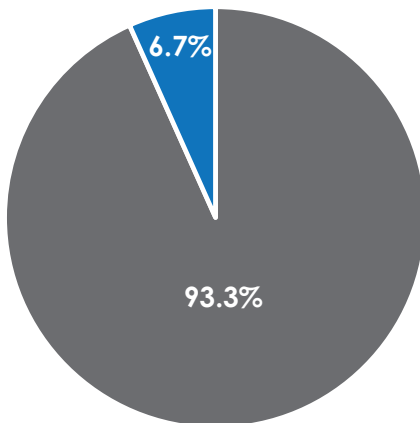
# The Results

SDC Builders Limited has undertaken the required calculations and the results are as follows:

- The mean gender pay gap is 23.3%
- The median gender pay gap is 21.2%
- The mean bonus gender pay gap is 44.8%
- The median bonus gender pay gap is 39.4%
- The proportion of male employees receiving a bonus is 93.3% and the proportion of female employees receiving a bonus is 85.1%.

## Pay Quartiles By Gender

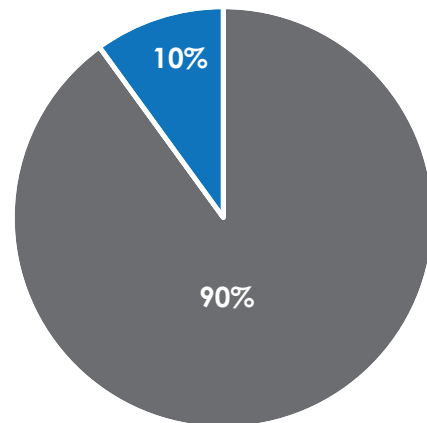
Upper Quartile



Total Staff: 90

■ Female ■ Male

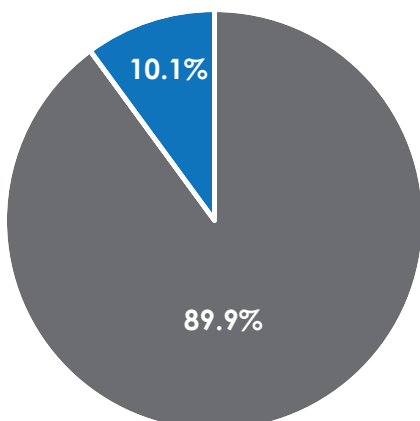
Upper Middle Quartile



Total Staff: 90

■ Female ■ Male

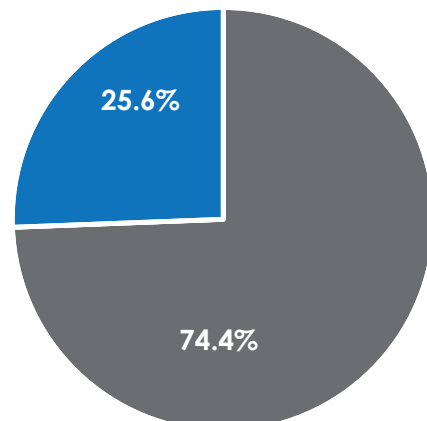
Lower Middle Quartile



Total Staff: 89

■ Female ■ Male

Lower Quartile



Total Staff: 90

■ Female ■ Male

# Comments Regarding the Figures

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Whilst looking at the figures, it is important to remember that SDC Builders Limited is part of the construction industry, a sector that has historically been male dominated. In view of this and the fact a vast number of our senior and management staff have had long service with the company, our figures reflect this historical position within this industry.

Of the 359 employees the company has, 312 are male and 47 are female. Although the bonus proportion above implies that more men received a payment, it is important to note that among the bonus payments are those awarded for long service with the company, again as a result of a male dominated industry this can be distorting. With fewer females, each individual employee accounts for just over 2% of the calculation whereas the male percentage is more diluted with each employee accounting for just over 0.3% of the total.

SDC's company culture, our proactive thinking and continued growth have meant that 30% of our work force have between 10 – 36 years' service, which is an exceptionally high percentage.

Looking at our figures by Department we can demonstrate that we have generally employed females in management/senior roles throughout the company.

# Staffing Table

Department	Total	Male	Female	% of Females
Accounts	8	2	6	75%
Administration	18	3	15	83%
Bedford Plant Hire	12	10	2	17%
Buying	11	9	2	18%
Contracts Managers	77	77	0	0%
Contract Operatives	51	51	0	0%
Design	19	17	2	11%
Estimating	9	9	0	0%
HR & Development	15	12	3	20%
IT	5	4	1	20%
Limegrove	5	5	0	0%
Planning	5	4	1	20%
QS	27	23	4	15%
Sales	12	8	4	33%
Services	11	11	0	0%
SHEQ	13	9	4	31%
Special Projects	61	58	3	5%
<b>Total</b>	<b>359</b>	<b>312</b>	<b>47</b>	

# What Do We Do Now?

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Our recruitment policy continues to be based upon which candidate is better suited for a role, either by experience, qualification, enthusiasm and a willingness to learn, regardless of what their gender is.

We are committed to the principal of equal opportunities and equal treatment for all employees. Salaries are benchmarked on market data, Job Boards, Advertisements, online information and news articles and construction industry salary surveys. We also continually look at our recruitment trends to ensure our roles are reviewed and benchmarked in a fair and consistent way.

We already support the CITB in Women in Construction Events to encourage and support women in the industry.

Our gender pay gap does not arise from paying men and women differently for the same or equivalent work. This arises from the types of roles that men and women typically apply for within the construction industry and the salaries that are awarded to these roles.

We operate a management trainee scheme, where enthusiastic candidates are engaged to learn the different aspects within our organisation and hopefully find a role they feel suits them best. The snapshot period for the gender pay gap sees an equal mix of male and female and we hope that with the skills they obtain as part of the scheme, management trainees will continue to work for SDC and progress into advanced roles within the company.

We aim to accommodate any women returning from maternity leave to fit in with their needs and are open to negotiations regarding changing hours. However, it must be remembered that we are a commercial organisation and as such are only able to accommodate the changes if it is suitable for the role that person is engaged in and does not negatively impact our clients.



# Improving the Gender Pay Gap

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As a result of the above calculations, we could concentrate on ensuring more females are engaged in roles in the company, but we are conscious that this could lead to men being overlooked in order to improve our figures.

We will commit to encourage women into the construction industry and support career development and will use our gender pay gap information to improve and develop our business strategies.

We will continue to promote construction careers to females during school, college career and STEM events and encourage them to apply for positions on our management trainee scheme.

We will train and support line managers and staff involved in the recruitment and promotion of staff to ensure fair, non-discriminatory and consistent processes are followed.

We will continue to commit to attend the Women in Construction Annual Summit and will support the CIOB in any Women in Construction Events they are running.

Signed:



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