



Gender Pay Gap Report 2018

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What Is It?

As an employer with over 250 employees, SDC is 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 (5th of April).

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

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?

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

The calculations to be made are as follows:

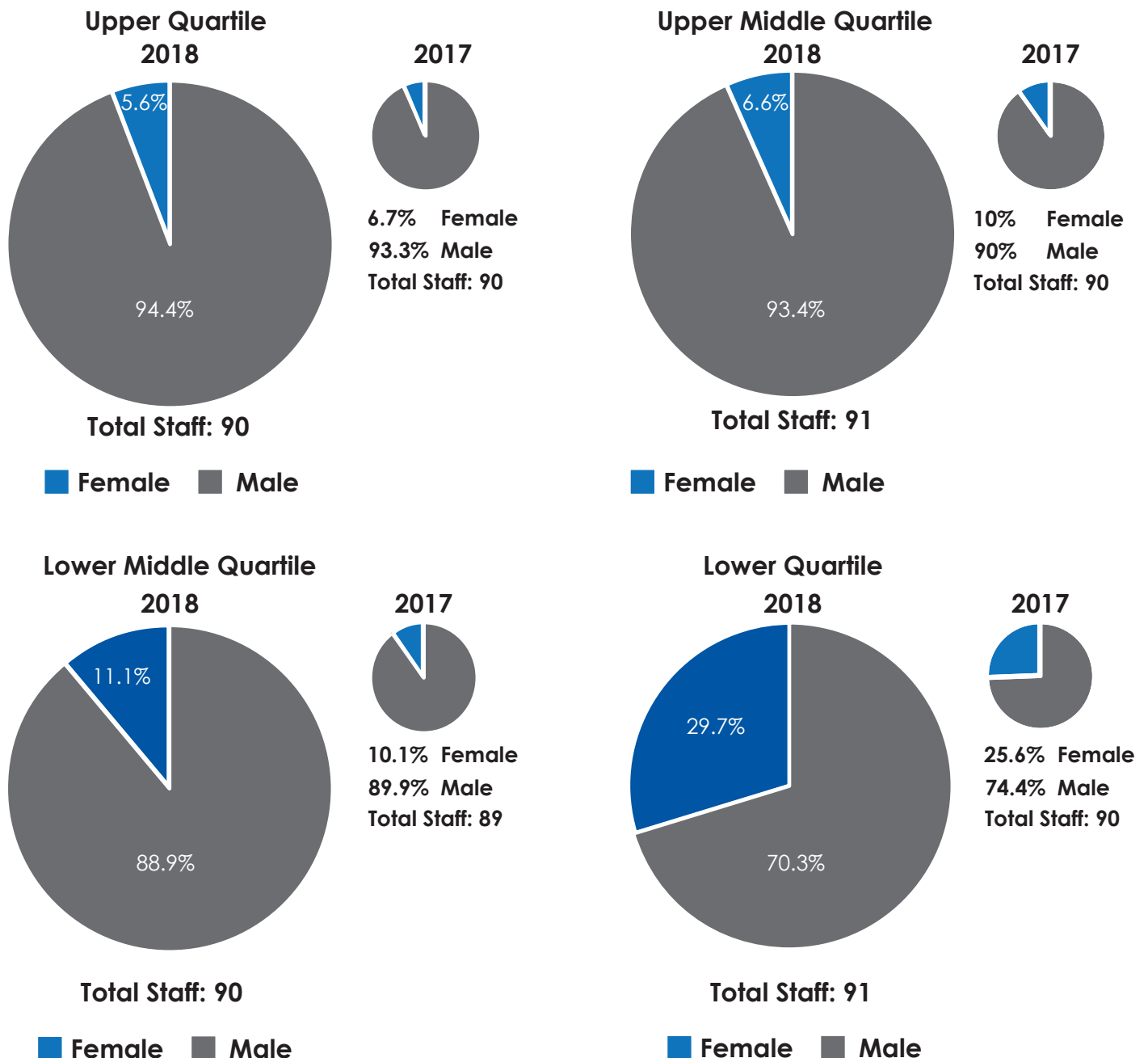
- Mean gender pay gap in hourly pay, expressed as a percentage
- Median gender pay gap in hourly pay, expressed as a percentage
- Mean bonus gender pay gap, expressed as a percentage
- Median bonus gender pay gap, expressed as a percentage
- The proportion of males and females receiving a bonus; and
- 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 28.0% (2017 - 23.3%)
- The median gender pay gap is 28.6% (2017 - 21.2%)
- The mean bonus gender pay gap is 45.8% (2017 - 44.8%)
- The median bonus gender pay gap is 41.2% (2017 - 39.4%)
- The proportion of male employees receiving a bonus is 93.6% (2017 - 93.3%) and the proportion of female employees receiving a bonus is 95.8% (2017 - 85.1%).

Pay Quartiles By Gender



Comments Regarding the Results

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 senior and management staff are long serving with the company, the figures reflect this industry wide trend.

Of the 362 company employees, 314 are male and 48 are female (2017 -312 and 47). Excluding employees that were not on full pay at the snapshot date, the figures will not include all female employees on maternity leave, of which there were a number at the date in question.

SDC's company culture, proactive thinking and continued growth has meant that 28.5% of the workforce has between 10 – 40 years' service, which is an exceptionally high percentage.

Looking at the figures by department, SDC can demonstrate that it has generally employed females in management/senior roles throughout the company.

Staffing Table

Department	Total	Male	Female	% of Females
Accounts	9	2	7	78%
Administration	19	3	16	84%
Bedford Plant Hire	15	13	2	13%
Buying	9	7	2	22%
Contracts Managers	77	77	0	0%
Contract Operatives	47	47	0	0%
Design	21	18	3	14%
Estimating	6	6	0	0%
HR	3	1	2	66%
Management Trainees	18	15	3	16%
IT	6	5	1	16%
Limegrove	4	4	0	0%
Planning	6	5	1	16%
QS	27	24	3	11%
Sales	12	9	3	25%
Services	17	17	0	0%
SHEQ	9	6	3	33%
Special Projects	57	55	2	3%
Total	362	314	48	

What Does SDC Do Now?

The SDC 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 their gender.

SDC is committed to the principal of equal opportunities and treatment for all its employees and benchmarks salaries on market data, job boards, advertisements, online information and news articles and construction industry salary surveys. SDC also continually looks at its recruitment trends to ensure its roles are reviewed and benchmarked in a fair and consistent way.

The company supports the CITB in Women in Construction Events to encourage and support women in the industry.

SDC's gender pay gap does not arise from paying men and women differently for the same or equivalent work. It 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.

SDC operates a management trainee scheme, where an intake of enthusiastic candidates are encouraged to learn about the different careers available within the organisation, and find a role they feel suits them best. The recruitment of management trainees for this gender pay gap snapshot, was a near equal mix of male and female (3 Male and 2 Female) . SDC hopes that with the skills they obtain as a management trainee, they will continue to work as part of the SDC family, progressing into advanced roles within the company.

SDC aims to accommodate any women returning from maternity leave, to fit in with their needs, and negotiate the change of working hours. However, SDC is a commercial organisation and, as such, is only able to accommodate the changes if suitable for the functionality of the role, and providing the changes do not negatively impact clients.

SDC's Business & Personal Protection Services Department is staffed with professionals to safeguard the health and safety of the workforce, including subcontractors, and any person whom the works may affect. Extensive training is given to staff and no person is treated less favourably because of their age, disability, gender, reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Improving the Gender Pay Gap

As a result of the above calculations, SDC could aim to fill roles within the company with more females, however it is conscious this could conflict with the goal of hiring the most suitable person for a role, regardless of gender, just to improve figures.

SDC is committed to encouraging women into the construction industry and support career development and will use the gender pay gap information to improve and develop business strategies.

SDC will continue to promote construction careers to females during school, college career and Science Technology Engineering and Maths(STEM) events and encourage them to apply for positions on the management trainee scheme.

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

SDC 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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