



An EBT Company

**Gender Pay Gap Report 2021**

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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:

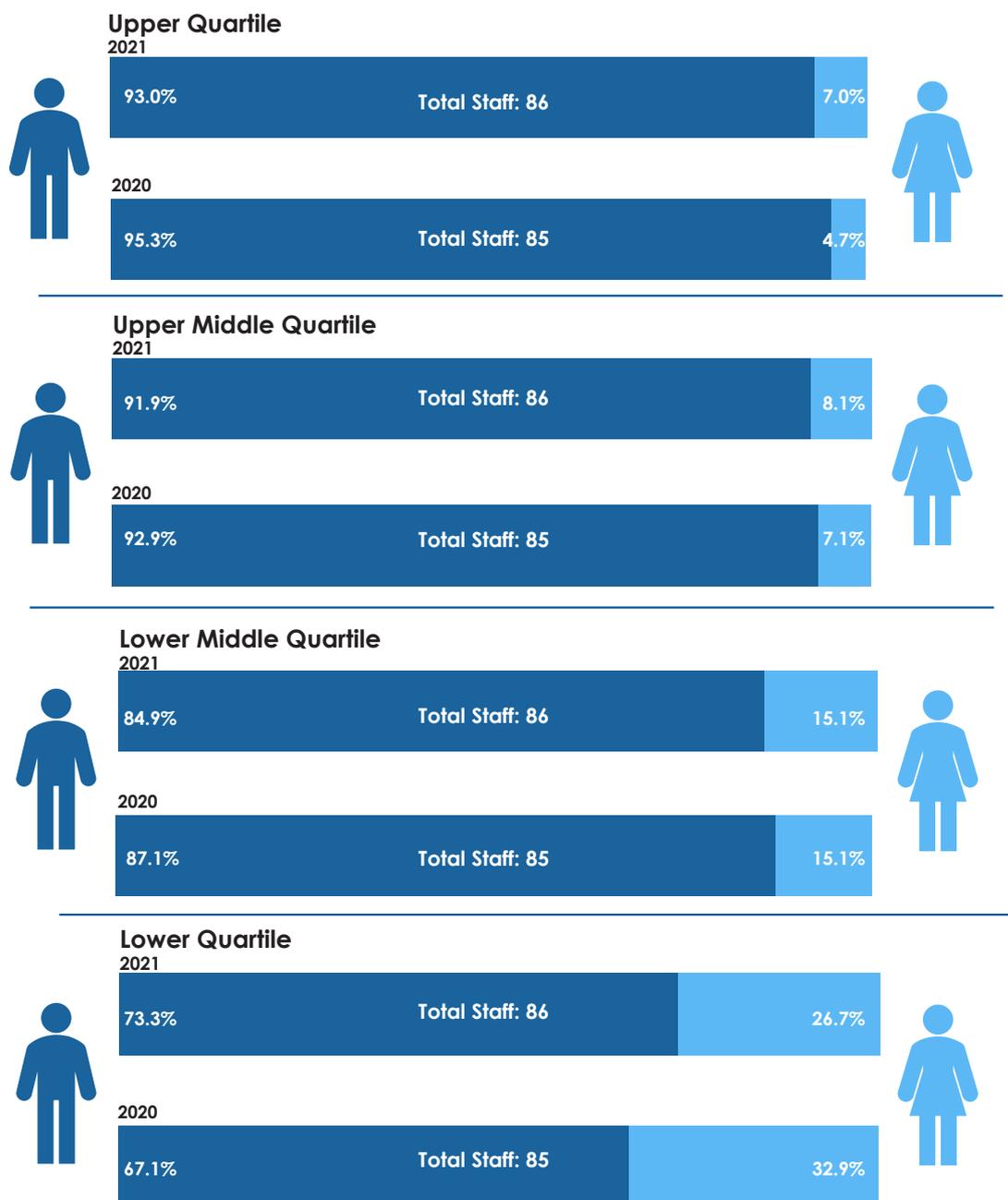
- Mean gender pay gap in hourly pay, expressed as a percentage
- Median gender pay gap in hourly pay, expressed as a percentage
- Mean bonus gender pay gap, expressed as a percentage
- Median bonus gender pay gap, expressed as a percentage
- The proportion of males and females receiving a bonus; and
- 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 26.2% (2020-30.4%)
- The median gender pay gap is 24.5% (2020-28.5%)
- The mean bonus gender pay gap is 44.6% (2020 - 43.8%)
- The median bonus gender pay gap is 42.0% (2020 – 43.1%)
- The proportion of male employees receiving a bonus is 95.6% (2020 - 98.3%) and the proportion of female employees receiving a bonus is 89.8% (2020 – 100.0%).

## Pay Quartiles By Gender



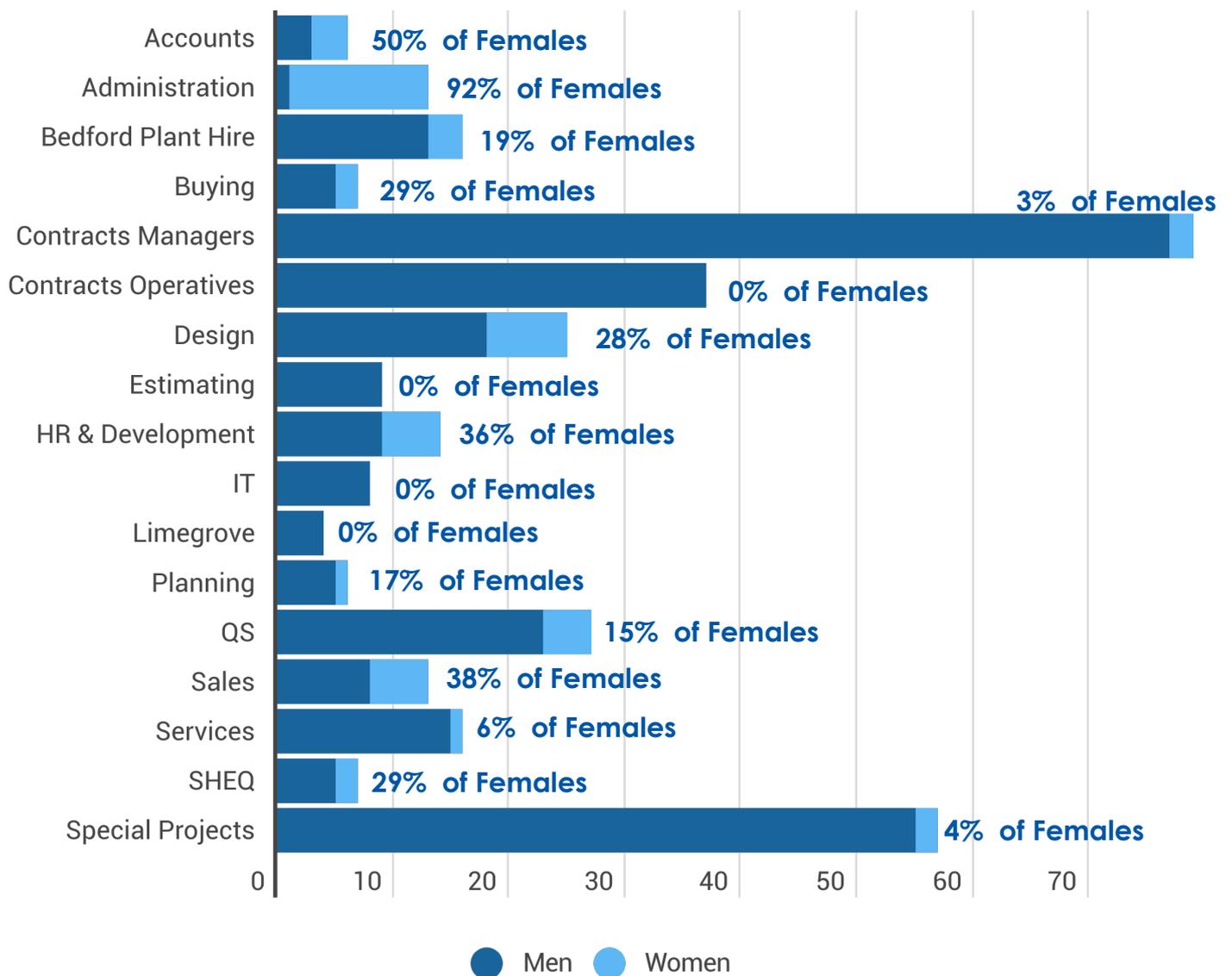
# Comments Regarding the Figures

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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 344 employees reported on, 295 are male and 49 are female (2020 - 290 and 50). In excluding employees that were not on full pay at the snapshot date, the figures will exclude our female employees on maternity leave, of which there were a few at the date in question.

# Staffing Table



## What Does SDC Do Now?

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We will continue to try and concentrate on ensuring more females are engaged in roles in the company, but we remain conscious that this could lead to men being overlooked in order to improve our figures. Our recruitment policy continues to be based upon which candidate is better suited for a role, either by experience, qualification, enthusiasm or a willingness to learn, regardless of gender.

We operate a management trainee scheme, where an intake of 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 company they will continue to work as part of the SDC family 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, but we have to be conscious 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 doesn't negatively impact on our clients.

# Improving the Gender Pay Gap

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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 promote construction careers to females during school, college career and STEM events, once the post COVID regulations allow, and encourage them to apply for positions on our management trainee scheme.

We will continue to consider methods of keeping and attracting female workers such as flexible working, part time working and job share.

**Signed:**

**Date:**

**Adam Knaggs  
Managing Director**