



Gender Pay Gap Report 2017

About this report

In April 2017, the UK government introduced new legislation requiring all companies or employers with more than 250 employees to publish their gender pay and bonus gap.

On the snap shot date, GKR had 248 relevant employees. However, we fully support this legislation as we believe it will help businesses across all sectors to tackle gender equality in the workplace. Therefore we have reported our figures despite falling just short of the mandatory reporting number of employed staff.

The figures in this report are for all GKR Scaffolding employees as at 5th April 2017 and bonuses in the 12-month reference period i.e. the 2016 performance year.

The purpose of the gender pay gap report is to show the difference between the gross hourly earnings for all men and women in the organisation overall.

This is different to equal pay legislation, which compares pay for men and women for work of equal value.

What the calculations include

Calculations are based on hourly pay including basic pay, car allowances, shift-pay, on-call and stand-by allowances. Excluded are payments for overtime, redundancy and benefits-in-kind, and any employees on family or sick leave on the snap shot date.

The data

Overall Gender Pay Gap

Mean % women are paid less	Median % women are paid less
7.29%	21.06%

Pay Quartiles

Proportion of men and women in each quartile of the GKR payroll

	Men	Women
Upper Quartile	96.49%	3.51%
Upper Middle Quartile	96.49%	3.51%
Lower Middle Quartile	92.98%	7.02%
Lower Quartile	89.47%	10.53%

Bonuses

Mean % women receive less in bonus	Median % women receive less bonus
82.35%	66.67%

% of men receiving bonus	% of women receiving bonus
8.53%	46.67%

Statement regarding our Gender Pay Gap

Generally, in the construction industry there is an unequal distribution of men and women across all levels of employment.

The same is true for us. Of 248 relevant employees reporting, only 14 were women.

The gap is a symptom of us not having enough women in the reporting sample, although we do have women represented at every level of the business.

However, we acknowledge that work is still to be done to attract more women to the scaffolding industry and GKR specifically.

As with many technical trades in construction, businesses like ours have been built on a legacy of men working 'in the trade'. These individuals have moved up the ranks into senior roles, which has led to us still having more men at a senior level.

Scaffolding as an industry is still very male dominated at operative level. As this report is published, there are only 6 qualified female scaffolders in the country.

We are working to attract more women into our industry, supporting NASC initiatives in this area. We have been ambassadors for diversity and skills, ensuring our business is inclusive of women. Since the reporting period, we now employ two out of the 6 qualified female scaffolders and appointed a female Director to the senior leadership team.

Our People Operations function ensures that all areas of the business adhere to gender equality when recruiting, employing and managing staff.

Despite these figures reporting an overall pay gap, we are confident that our employees are treated fairly and receive equal pay for work of equal value. We will continue our endeavours to attract skilled women into scaffolding across the whole business.