



Gender Pay Gap Report 2018

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.

This is the second year of reporting for GKR Scaffolding.

On the snapshot date, GKR had 406 relevant employees. The figures in this report are for all GKR Scaffolding employees as at 5th April 2018 and bonuses in the 12-month reference period i.e. the 2018 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 snapshot date.

The data

Overall Gender Pay Gap

Mean % women are paid less	Median % women are paid less
7.42%	21.19%

Pay Quartiles

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

	Men	Women
Upper Quartile	96.92%	3.08%
Upper Middle Quartile	95.45%	4.55%
Lower Middle Quartile	87.88%	12.12%
Lower Quartile	89.23%	10.77%

Bonuses

Mean % women receive less in bonus	Median % women receive less bonus
74.28%	74.68%

% of men receiving bonus	% of women receiving bonus
3.39%	31.82%

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 406 relevant employees reporting, only 22 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.

We acknowledge that work is still to be done to attract more women to the scaffolding industry and GKR specifically. Although our workforce has grown significantly into this second reporting year, the growth has been in scaffolding and labouring roles to meet the demands of large project wins.

These roles were filled by male scaffolders and because of this, there is no significant change to our Gender Pay Gap between 2017 and 2018.

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 industry initiatives in this area. We have been ambassadors for diversity and skills, ensuring our business as a whole is inclusive of women. Therefore women are well represented in head office roles with 41% being female.

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.