

# Gender Pay Gap

## REPORT

# Esh Construction Limited

## Gender Pay Gap Report

**Esh Construction Limited (ECL) operates within the construction sector, predominantly within civil engineering, building solutions, property services and facilities management.**

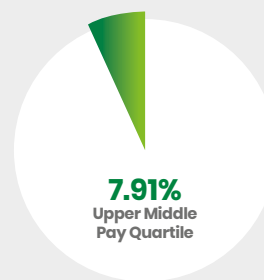
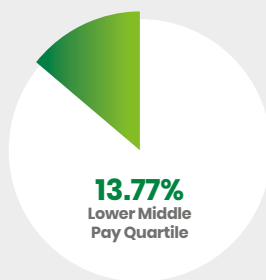
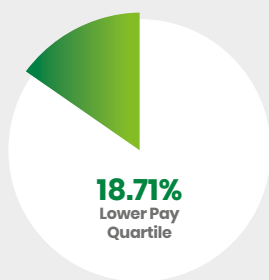
This Gender Pay Gap Report is based on data as at 5th April 2019. At this date, we employed 553 people with 491 (89%) being male and 62 being female (10%). The number of women has increased by 1%.

In ECL, we review pay to ensure that there is consistency between roles and employees within roles; in this regard, we believe we are an equal and fair employer.

Our Gender Pay Gap is not because women earn less than men in similar roles, but that regrettably, in common with the broader construction sector, we have a higher number of men in senior positions in the business.

Our mean gender pay gap\* is **23.77%**

Our median gender pay gap\* is **17.10%**

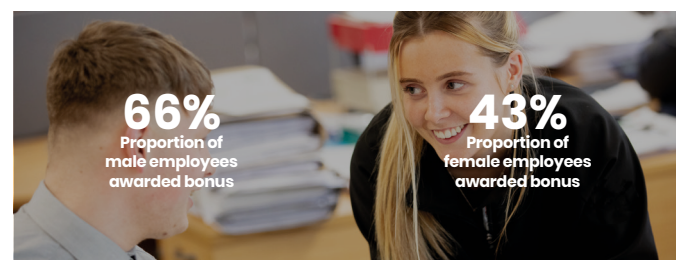


The lower quartile includes office based, administrative roles, where over 40% of employees are women, it also includes site based operative roles that are predominantly male.

The second and third quartile include technical and professional construction roles such as engineering, site management, project management and commercial. The number of women in the upper middle pay quartile increased by 4% primarily in commercial roles.

The fourth quartile includes construction and commercial directors along with departmental directors, many roles are operational heads.

The blend of base salary and bonus varies depending upon the nature of the role. Site based operatives and management levels tend to have a higher weighting towards bonus to drive business performance.



The proportion of women receiving bonus in 2019 increased by 18%.

Women's bonus pay is 85% lower [mean] and 100% lower [median].

The blend of base salary and bonus varies depending upon the nature of the role. Site based operatives and management levels tend to have a higher weighting towards bonus to drive business performance.

\* Mean Gender Pay Gap - Aggregate of all pay divided by number of employees

\* Median Gender Pay Gap - Pay of middle employee where all employees are ranked in pay order

## Our Challenge

**The construction sector traditionally attracts significantly fewer women than men, and this is more notable in the sub-sectors in which Esh Construction Limited (ECL) operates, where 90% of our employees are male.**

Broadly, not enough women choose to study science, technology, engineering and maths

(STEM) subjects which pave the way for a wide range of careers in the construction industry.

We recognise that addressing the gender pay gap is not a quick fix, it will require concerted effort by us and our colleagues across the industry, so that over time more women are being attracted to the construction sector.

## Engaging Women in Construction through Education

We committed to attracting more women into built environment, engineering, operational and general construction roles through school engagement. In 2019, we engaged over 6,000 young women via our education programmes providing positive insights into construction and built environment careers in a bid to encourage them to consider the sector.

### Get into STEM (GIS) Programme:

Developing the workforce of the future by introducing them to STEM (Science, Technology, Engineering and Mathematics) careers early in the education process.

Get into STEM is a Primary School project which engages Early Years and Key Stage 1 students in construction, through an interactive workshop and a construction-themed resource kit.

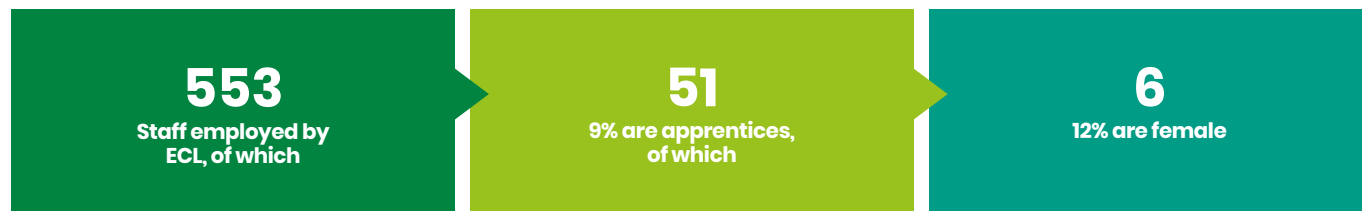
### Building My Skills (BMS) Programme:

We partner with schools for an academic year, engaging an entire year group who receive 5 x 1-hour employability guidance sessions. Each session is delivered by a business guest. They provide an insight to their sector and career path, local labour market information, share transferable employability skills and provide support with the completion of the student's employability portfolio.



## Apprenticeships

In order to grow our female talent pool and provide progression opportunities, ECL have a dedicated recruitment and training team to ensure women have access to appropriate roles and qualifications such as Leadership and Management, Technical and Professional e.g. Quantity Surveying and Civil Engineering.



## Our continued commitment to closing the gap

In 2020 Esh Construction Limited will take the following actions to improve its gender pay gap:

1. Continue to promote STEM careers and raise awareness of careers in the construction sector;
2. Target a 50/50 gender split on graduate recruitment;
3. Encourage recruitment partners to have gender balanced shortlists for internal and external roles;
4. Deliver unconscious bias training for hiring managers and senior managers;
5. Continue to promote family-friendly policies such as flexible working, job share and focus on retaining staff on maternity leave;
6. Ensure talented people have every opportunity to succeed and progress their careers, this includes supporting women to progress to more senior positions;
7. Continue to review pay and reward structures, including bonus structure;
8. Continue ECL staff representation at board level of Women in Social Housing (North East) and National Association of Women in Construction, Civil Engineering Contractors Association Training Group.

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