

GENDER PAY GAP

REPORT 2017

As from April 2017, all organisations that employ over 250 employees are required to publish an annual report detailing their gender pay gap, using six key metrics specified by the Government. We are not required to report our data until April 2019, but Telford Homes is committed to improving diversity and inclusion in the construction industry and recognise the part we have to play in addressing gender inequality and equal pay.

The chance to publish our gender pay gap presents the opportunity for us to fully understand what this issue means for us as a Company and for the construction industry as a whole. It also presents the opportunity to focus on our commitment to balancing gender inequality in pay and in the workplace, and in particular the under representation of women in the construction industry.

This is our report for the snapshot date of 5th April 2017.

WHAT IS GENDER PAY?

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation, regardless of role or level. It is expressed as a percentage of men's earnings.

IS GENDER PAY DIFFERENT TO EQUAL PAY?

Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. Gender Pay does not compare male and female pay for those that work in the same roles.¹

WHY IS THERE A PAY GAP IN THE UK?

The current gender pay gap in the UK is 18.1%. It is recognised that this gap exists because generally women tend to work in less senior roles and in lower paid occupations. Also, many women work part time or take time out due to caring responsibilities. In addition to the above, workplace culture and stereotypes can also be factors and it is still difficult for women to progress in their careers into higher paying senior roles.²

¹ www.equalityhumanrights.com

² www.gov.uk

GENDER PAY AND BONUS GAP AT TELFORD HOMES

Table 1 shows our mean and median hourly pay gap as at 5th April 2017 and the gap between the bonus payments made in the 12-month period prior to 5th April 2017.

Our mean hourly rate of pay gap is 18.9%, in other words when comparing mean hourly rates at Telford Homes, women earn 81p for every £1 that men earn.

Our gender pay gap is comparable with the UK as a whole and compares favourably with the wider construction industry.

Table 1

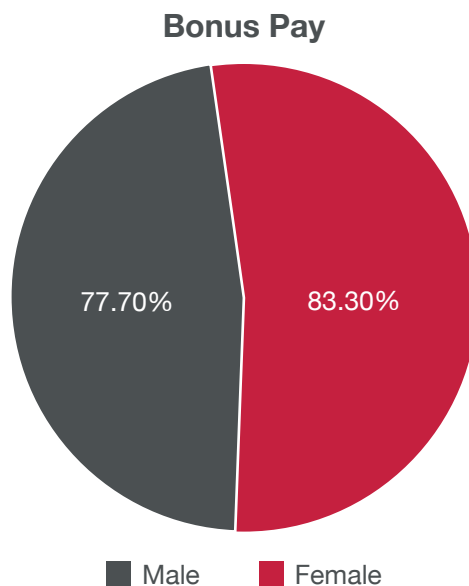
PAY GAP	MEAN	MEDIAN
Hourly Rate of Pay Gap	18.9% lower	19.4% lower
Bonus Gap	44.1% lower	25.2% lower

EMPLOYEES WHO RECEIVED BONUS PAY

Table 2 shows the proportion of men and women who received a bonus, based on Company and individual performance, during the 12-month period to 5th April 2017. We pay our bonus annually in May, so new starters throughout the year would not have been in place to receive a bonus during the relevant period for the purposes of these calculations.

The results indicate that males and females have equal opportunity to earn a bonus payment.

Table 2

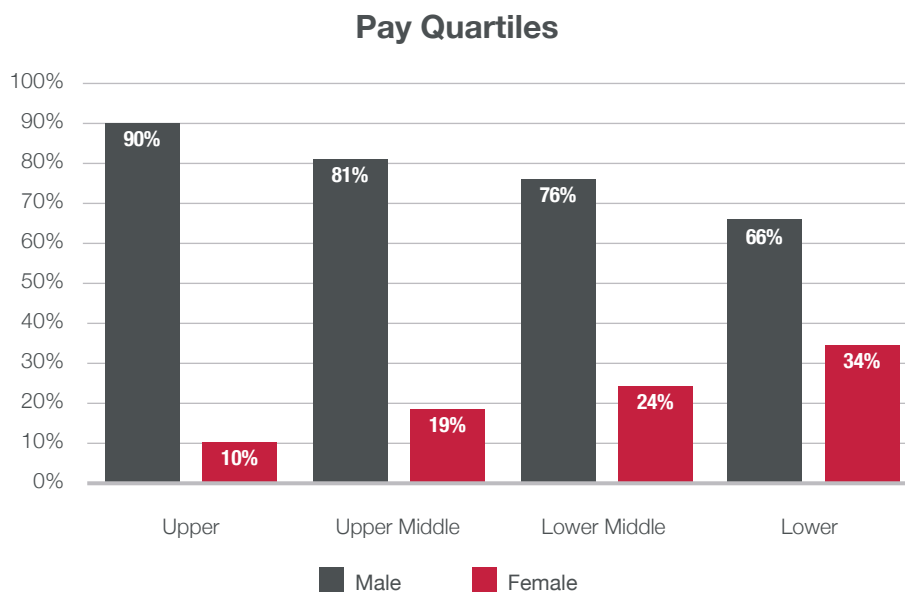


EMPLOYEES BY QUARTILE PAY BANDS

Table 3 shows the gender split at each of the four pay quartiles. The pay quartiles are calculated by hourly rate and include all employees whose hourly rate places them at or below a particular quartile.

The information is split by gender, so for example the upper quartile (highest paid 25%) is made up of 10% females and 90% males.

Table 3



WHAT IS CAUSING OUR PAY GAP?

We are confident that equal pay does not contribute to our gender pay gap as we ensure that pay is benchmarked by role and not by individual. We have created pay bands for most of the roles in the organisation and we work hard during annual pay review and bonus time to maintain equality of pay.

Our pay gap is due to a lower number of female employees in our business, particularly at senior levels and the differing roles in which men and women work within the organisation and the salaries that these roles attract.

WHAT ARE WE DOING TO ADDRESS OUR GENDER PAY GAP?

Whilst our pay gap is comparable with that of the UK in general, there are clearly steps we need to take to encourage better representation of women in construction, alongside career progression and development for women, and therefore more women in senior positions attracting higher salaries.

Telford Homes employs 78% men and 22% women, so it is important that we attract more women into our business. Like most employers in the construction industry it is a challenge attracting women to come and join us. Currently, we are rolling out recruitment and selection training with a focus on equality and diversity, to ensure our managers are aware when they may be exhibiting unconscious bias and what this looks like at the recruitment stage. We have also presented to local schools, one of them being an all-girls school, to try and encourage young women to enter the industry.

Going forward, to ensure that we are focused on addressing the balance of men and women in the business, we will focus on the following three priorities:

1. Reviewing our recruitment practices and procedures to ensure we are attracting a diverse mix of candidates
2. Fully understand how we support staff with caring responsibilities
3. Confirming our reward and promotion practices to ensure women are being treated equally to their male colleagues.

Whilst we are already trying to understand how we can become a more diverse business, we also know that to make a real difference will take time and a focused effort. This is the start of a journey that we are committed to making to ensure that women are better represented in the workplace and thereby starting to close the gender pay gap.

Signed:



Jon Di-Stefano
Chief Executive