



# Gender Pay Gap Report

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2020/21





## Our Gender Pay Gap Report

We are a family run company that employs approximately 1,500 people. Our values, ethos and culture are moulded by the fact that we are family owned. All our staff are supported by our career development plans and encouraged to excel. Our people underpin our core values and are one of the major reasons for our success.

This is the third year in which we have reported our gender pay gap and whilst we have seen the average pay difference between our men and women narrow, we continue to battle the reputation of the construction industry, which is traditionally a male dominated environment.

We are committed to equal opportunities in our recruitment, development, and promotion practices.

Our mixed gender focus group meets on an annual basis to discuss ways in which the business can be more forward thinking in how we tackle the pay gap within the construction industry.

In July 2019 we introduced an enhanced maternity pay package, which shows our commitment to supporting working mothers. It is of the utmost importance to us that we are supporting these women to have long and prosperous careers within our business.

In April 2020 the Bowmer + Kirkland Ltd workforce was split 20% Female, 80% Male. This is an improvement from April 2017 when we were reporting a split of 18% Female, 82% Male. We still have a long way to go but this increase in the number of women is an encouraging sign for our business.

**Chris Kirkland**  
Director



# Gender Pay Gap Reporting Requirements

From April 2017, all UK organisations that employ over 250 employees are required by law to publish their gender pay gap report on an annual basis, under the Equality Act 2010 (Gender pay Gap Information Regulations 2017). The data is based on figures taken from the 5th April each year

We are required to publish four types of figures.

- Gender Pay Gap (mean and median averages in hourly rates of pay)
- Gender Bonus gap (mean and median average)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile of the organisation pay structure

## Gender Pay and Equal Pay

The Gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of roles or seniority). Equal Pay is about ensuring women and men are paid equally for doing equal work.

Following regular reviews of pay and having consulted with our focus group and senior managers we remain confident that our pay structure is gender neutral and both men and women receive equal pay for equal work.

## Hourly Pay Gap

Our challenge continues to be both the number of women employed within our business and the number of men in senior positions when compared to women, in like for like roles. Despite these challenges we are pleased to confirm that for the most recent reporting year our hourly rate gender pay gaps have improved when compared to 2019.

	Mean	Median
Hourly Pay Gap 2019	43%	50%
Hourly Pay Gap 2020	39%	47%

## What are we doing?

To attract a more diverse group of people into the business we have developed relationships with several schools and colleges in order to raise awareness of the wide variety of career opportunities within the industry. We continue to review our recruitment processes to ensure we are attracting the best candidates into our business. Alongside this we annually hold a Higher Degree Apprenticeship evening to recruit a range of new candidates into our business.

In 2019 we introduced a new enhanced maternity pay scheme, which we hope will demonstrate our continued efforts to attract more women into our business. We want to prove that working women will have the right support they need, as our employees, to ensure that they can continue to have both a successful career and balanced home life.

## Bonus Pay Gap

Bonus payments in the business are discretionary and based on the performance of the company in any given year. In the period ending April 2020, 84.63% of men and 83.82% of women received a bonus payment, compared to 85.50% of men and 79.20% of women in 2019. We are encouraged as a business to see that these percentages have improved.

The table below shows the mean and median of these bonuses:

Bonus Pay Gap (%)	Mean	Median
2019	74.00%	77.00%
2020	75.00%	80.00%

## Pay Quartiles

The table below shows the distribution of gender across each of the four equally sized pay quartiles. The quartiles are calculated from the lowest earners to the highest earners and show a year-on-year comparison.

Bonus Pay Gap (%)	% of women 2018	% of men 2018	% of women 2019	% of men 2019	% of women 2020	% of men 2020
Lower quartile	52.0	48.0	36.4	63.6	35.5	64.5
Lower middle quartile	17.4	82.6	38.0	62.0	36.8	63.2
Upper middle quartile	7.4	92.6	5.3	94.7	5.4	94.6
Upper quartile	3.4	96.6	3.3	96.7	4.2	95.8

Since 2018 there has been an increase in the number of women in our lower middle quartile and a significant drop in the number of women in our lower quartile. This shows how our long-term succession planning for women who have been recruited at a junior level is enabling them to now rise through the ranks and become higher earners.

We are happy with our progress to date and, with the help of our focus group and senior management we will continue to monitor, learn from and respond to the data to make further improvements to address the gender pay gap within our business.



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