



Barhale Gender Pay Gap Report 2021

Gender Pay Gap Report

Introduction

The lack of female representation in the UK construction industry has been a topic of conversation for a number of years and yet it continues to be the case that female representation in construction is low. The ONS has reported that females represent less than 15% of workers in construction and that this figure dramatically reduces to 2% for site based roles.

At Barhale we also continue to face challenges associated to attracting females into the built environment, even though we are an equal opportunity employer with an inclusive culture. With the construction industry facing significant skills and labour shortages at a time when construction is reported to grow by 5.4%, the importance of gender diversity remains important to us all at Barhale.

Whilst we have equal and fair policies and practices we still have work to do from a recruitment and developmental perspective. Our equality practices are evident in our 2021 report, which we are very proud of. This includes data from our internal benchmarking which demonstrates we pay males and females the same amount for doing the same work. However, it is also evident that we have a lack of female representation throughout the company including at senior level. These are issues that our senior leadership team at Barhale are committed to addressing.

Our Results

Legislative reporting criteria

From 2017, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require any UK organisation employing 250 or more employees to publicly report its gender pay gap.

The gender pay gap is the difference in the average earnings (measured using the mean and median) between all men and women. Gender pay gap reporting is not about equal pay. Equal pay concerns differences in the actual earnings of men and women performing work of equal value.

The reporting period for all companies with more than 250 employees is one year up to and including 5th April ("the snapshot date"). Regulations stipulate that when calculating pay we must include the following factors:



BASIC PAY



PAID LEAVE



FULL MATERNITY
& PATERNITY PAY



COMPANY
SICK PAY



BONUS PAY



CAR ALLOWANCE
(NOT COMPANY CAR)

At the snapshot date, for 2021 our proportion of males to females remained consistent to previous years.



The data that follows is based on these percentages.

Gender pay gap

Definitions

- The mean pay gap is the difference between a company’s total wage spend-per-woman and its total spend-per-man. The number is calculated by taking the total wage bill for each and dividing it by the number of men and women employed by the organisation.
- The median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man. If you place all the men and women working at a company into two lines in order of salary, the median pay gap will be the difference in salary between the woman in the middle of her line and the man in the middle of his.

Mean and Median results

Year	Mean	Median
2020	28.3%	25.2%
2021	26.7%	32%

Our figures for 2021 are reflective of the high number of men and low number of females when considering at the reporting period we employed over 500 men compared to 100 women.

Proportions of males and females receiving bonus



Gender bonus pay gap

Definitions

- The mean (average) bonus pay is the difference of the **average** bonus pay between men and women
- The median looks at the median bonus pay between men and women which takes into consideration the midpoint of bonus pay for men and women

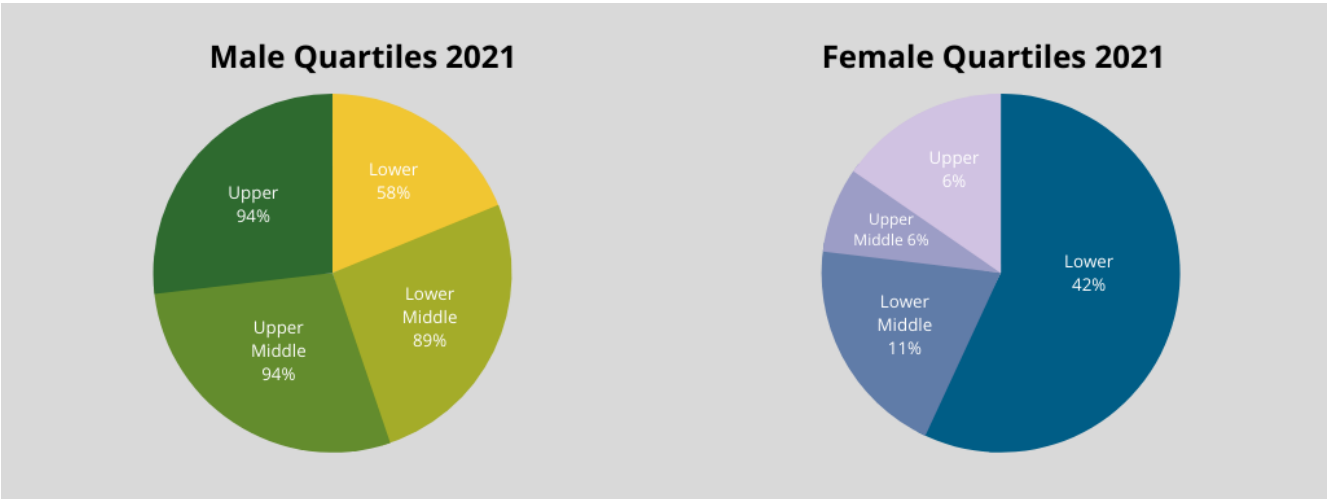
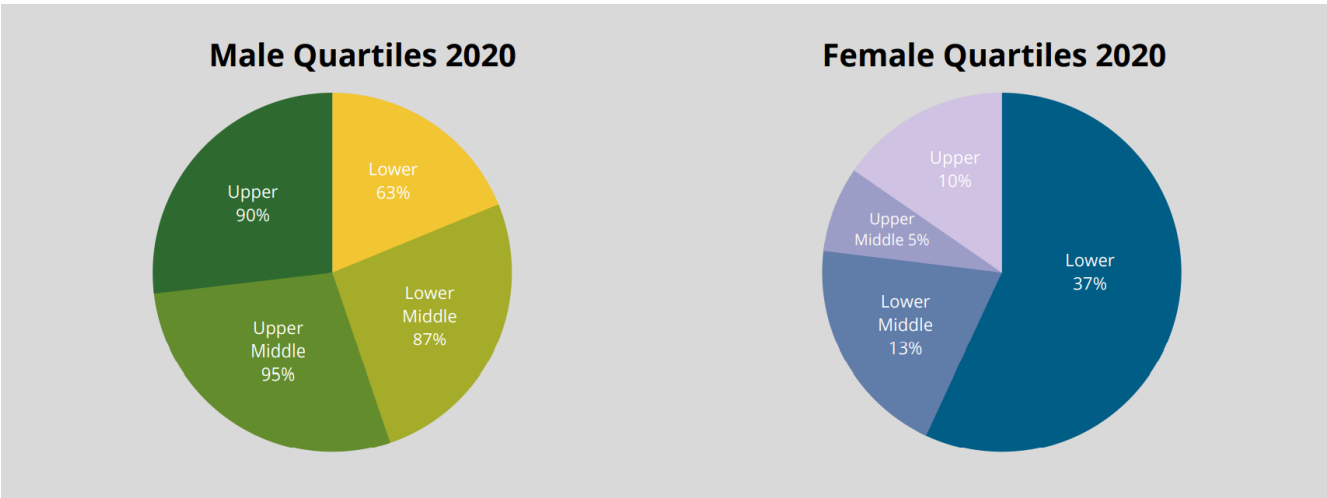
Mean gender bonus gap 2020	Median gender bonus gap 2020
-108%	100%
Mean gender bonus gap 2021	Median gender bonus gap 2021
52%	0%

The turbulence caused by COVID-19 continued to present challenges in 20-21. Therefore, as in previous years, we made the decision not to pay any bonus under the discretionary performance incentive scheme. We did however continue to pay our productivity bonus (which is common practice within the construction industry) for our site based operational population, which is predominately male. In addition, we also paid bonuses under our reward and recognition scheme which was launched in 2020. Therefore, it is clear our eligibility criteria is fair and equitable.

Pay Quartiles

Pay quartiles are calculated by splitting all employees into four even groups from higher paid employees. It is evident from the below that we continue to have disproportionate groups of women compared to men throughout the business at every level. The lower level female participation in our quartiles is reflective of the construction industry in general where fewer females are progressing within engineering and/or senior roles.

In addition, our recruitment metrics indicate that female applicants are mainly applying for lower level positions.



What we are doing to close the gender gap

- Being more strategic with our 'Early Careers Programme' to attract diverse groups
- We are signatories of the Armed Forces Covenant to support ex-military and their families into employment and broadening our partner network
- We continue to work with organisations such as 'Women into Construction'
- We liaise with schools and colleges to generate interest from diverse students for future talent
- We have developed a number of in-house recruitment webinars to tackle unconscious bias
- Diversity and Inclusion is a core training module
- We have created a Diversity & Inclusion Working Group
- We are actively promoting all opportunities to attract diversity and remain inclusive
- We have introduced hybrid working to improve people's work-life balance
- We are launching recruitment campaigns to attract talent from diverse groups
- We work with refugee enterprises to attract talent from displaced people

CEO Closing Comments

Source, Train and Retain has been our people philosophy for many years and we will continue to ensure that all of our people strategies align with our commitment of being an equal opportunity and inclusive employer. With regards to pay, it continues to be the case that we are meeting our commitments, especially with regard to fairness and equality for like for like work.

Over the years we have made great inroads regarding our diversity and inclusion journey and it is encouraging to see that from our female population, we have more women than in previous years embarking on level 7 qualifications. We also have 17% of our females undertaking professional and personal development. Therefore, I am confident that over the coming years our results will be more representative of our commitments and achievements.

From a recruitment perspective, the percentage of female applicants applying for lower grade roles is higher than we would like and this is an area for us to seriously consider to close our gender pay gap. Given our recruitment challenges which reflect those currently impacting the UK's construction industry, where we are experiencing high competition for talent and given the barriers caused by Brexit and the new immigration rules, we will continue to review and evaluate our people plans and ensure that we do our very best to attract all genders and all sexual identities to Barhale and promote construction as a great career choice.



Martin Brown

Chief Executive Officer