



Barhale Gender Pay Gap Report 2022

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Introduction

Welcome to our 2022 Gender Pay Gap Report.

Throughout the reporting period, our gender pay gap has remained stable and comparable to previous years. Despite our efforts to improve on our results year on year, these results are still above the construction industry norms. Therefore, our report reflects the challenges faced by the construction industry, in that females are not choosing the built environment as a career.

Challenges in 2022 included competing for talent in an employment market that saw higher vacancies with fewer people. Our internal skills shortage, compounded by an ageing workforce and fewer younger people applying for roles in construction, presented an opportunity for us to reflect and improve our policies and working practices.

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 and we are confident that we comply with our legal and moral obligations regarding equal pay. Likewise, where bonuses are concerned, it is evident that all eligible employees benefit from our schemes.

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 2022 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
2021	26.7%	32%
2022	21.5%	29%

Our figures for 2022 are reflective of the high number of men and low number of females when considering at the reporting date we employed over 557 men compared to 110 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 2021	Median gender bonus gap 2021
52%	0%
Mean gender bonus gap 2022	Median gender bonus gap 2022
45%	71%

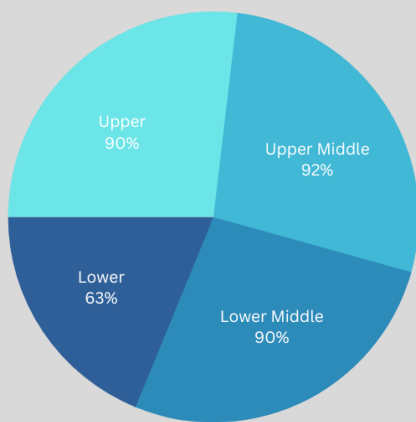
- At the snapshot date as in previous years, we continued to pay our productivity bonus (which is common practice within the construction industry) for our site based operational population, which is male dominated. It is in this area of the business that we as a company and as an industry, face many challenges in attracting females into roles such as general operatives and site engineers.
- Only 3% of our workforce comprises females at site level whilst 37% of these roles are occupied by males.
- In October 2022, our Profit Share Scheme was paid to all eligible employees, therefore we expect to see a significant difference in our 2023 report.

Pay Quartiles

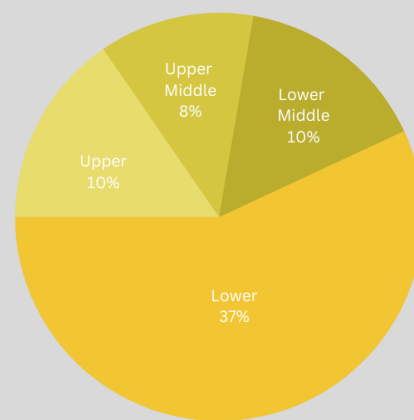
Pay quartiles are calculated by splitting all employees into four even groups from higher paid employees. Although we have seen marginal changes, it is evident from the below that we continue to have disproportionate groups of women compared to men throughout the business at every level.

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.

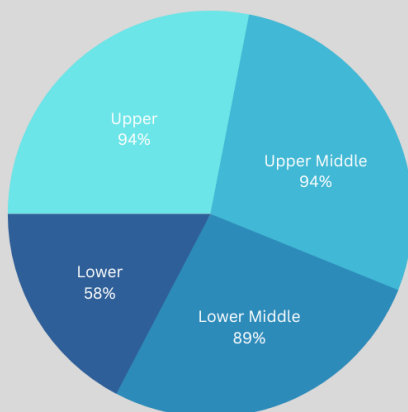
Male Quartiles 2022



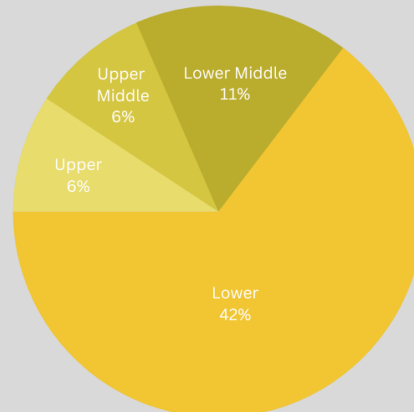
Female Quartiles 2022



Male Quartiles 2021



Female Quartiles 2021



What we are doing to close the gender gap

- We engage with schools and colleges to generate interest from diverse students for future talent
- We are actively promoting all opportunities to attract diversity and remain inclusive
- We are launching recruitment campaigns to attract talent from diverse groups
- We work with refugee enterprises to attract talent from displaced people and those who are economically and socially excluded
- Equality, Diversity and Inclusion awareness sessions included in our courses
- Emphasising flexible working in job adverts
- Produced videos to showcase our diversity on our careers page
- More virtual interviews to demonstrate flexibility
- Attend specific events to source and train more female workers
- Graduate and apprenticeship recruitment campaigns
- Pledged 25% of our apprenticeship levy to help fund apprentices for smaller construction and civil engineering companies and charities that focus on construction upskilling to increase diversity and offer opportunities
- Continue to monitor gender split in job applications to identify improved recruitment methods

CEO Closing Comments

After four years of gender pay gap reporting and at a time when we are returning to a sense of normality post COVID, we now have to really analyse the past data and trends and incorporate lessons learnt to establish what more we can do to attract females into the construction industry.

As our report shows, we are still facing challenges in this regard and it is clear that diversity and inclusion needs to remain a priority for the construction industry. It is for this reason, that our Social Value Strategy sets out our commitment regarding diversity and inclusion.

What is evident, is our ability to retain people as demonstrated in the quartiles. We are very proud that throughout the turbulent employment market during 2022, we were able to retain our people. At the same time, we faced a number of recruitment challenges due to a shortage of people and increased vacancies which were met with pay increases and greater workplace flexibility.

We know our business has an inclusive and supportive environment that enables our people to enjoy and progress their careers across all levels. However from a recruitment perspective, there are still too few females applying for roles. This is something we must explore to ensure that we are doing everything possible to attract and offer opportunities to as many different people and communities as possible.

We are absolutely committed and will continue to drive diversity and inclusion within our business.



Martin Brown

Chief Executive Officer