

CCG (SCOTLAND) LTD GENDER PAY REPORT



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We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender pay gap reporting identifies the differences between the average pay between male and female employees within the company.

Gender pay gap is not the same equal pay which addresses the pay differences between male and female employees who do the same jobs within the company.

The legislation requires disclosure of the following indicators:

- The mean gender pay gap is the difference in the mean pay of full pay male and female employees expressed as a % of the mean pay of the full pay male employee
- The median gender pay gap is the difference in the median pay of full pay male and female employees expressed as a % of the median pay of the full pay male employees
- The mean gender bonus gap is the difference in the mean bonus pay of male and female employees expressed as a % of the mean bonus pay of the male employees
- The median gender bonus gap is the difference in the median bonus pay of male and female employees expressed as a % of the median bonus pay of the male employees
- The proportion of male and female employees who receive bonus pay
- The proportion of full pay male and female employees in each of four quartile bands

The mean pay is the average pay calculated by totalling the hourly pay for each employee and dividing it by the number of employees

The median pay is calculated by ranking the hourly pay of employees from largest to smallest and selecting the rate that is exactly in the middle of the range of employees hourly pay.

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The results for the company are:

- The mean gender pay gap is 13.7%
- The median gender pay gap is 10.2%
- The mean gender bonus gap is 80.0%
- The median gender bonus gap is 66.7%
- The proportion of male employees receiving bonus is 80.9% and the proportion of female employees receiving bonus is 87.8%

The reporting within the quartile bands is calculated by ranking the hourly pay of employees from largest to smallest and dividing the employees into four sections, each section having equal number of employees. For this calculation there were 413 (91.2%) male employees and 40 (8.8%) female employees.

The results show that that within:

- The lower quartile 89.4% of the employees are male and 10.6% are female
- The lower middle quartile 87.6% of the employees are male and 12.4% are female
- The upper middle quartile 92.0% of the employees are male and 8.0% are female
- The upper quartile 95.6% of the employees are male and 4.4% are female

Analysis of the above figures highlight the both the skills gap the industry faces and in particular, the clear challenges the sector has in attracting females. This is reflected in the gender make up of CCG (Scotland) Limited with only 40 female employees out of 453 employees and with only 4.4% of the upper quartile employees being female.

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We believe that as an industry we need to continue to innovate to attract females into what is a traditional male dominated sector. We must make construction more accessible to all in order to meet the upcoming skills gap. We will use our gender pay gap information to monitor our performance in this area.

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