

CCG (SCOTLAND) LTD GENDER PAY REPORT

AT 5TH APRIL 2021



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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 14.3%
- The median gender pay gap is 20.0%
- The mean gender bonus gap is 49.5%
- The median gender bonus gap is 40.7%
- The proportion of male employees receiving bonus is 65.0% and the proportion of female employees receiving bonus is 77.2%

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 348 (86%) male employees and 56 (14%) female employees.

The results show that that within:

- The lower quartile 83.2% of the employees are male and 16.8% are female
- The lower middle quartile 82.2% of the employees are male and 17.8% are female
- The upper middle quartile 86.1% of the employees are male and 13.9% are female
- The upper quartile 93.1% of the employees are male and 6.9% are female

The figures indicate that whilst progress continues to be made, we still face a battle in encouraging women into a career in the construction industry. We tried new methods of engagement with local colleges, schools and training providers in 2021 in an attempt to broaden the appeal of the sector, as well as increasing our efforts to create a more progressive working environment that is attractive to women and feedback so far has been encouraging.

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