



# Gender Pay Gap Report

Our commitment to a 0% gender pay gap







## Equal Pay Gap vs Gender Pay Gap

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Gender pay gap reporting is not about equal pay. Equal pay concerns the differences in the actual earnings of men and women doing equal things.

The gender pay gap is the direct comparison between the hourly rates of pay between men and women .

The equal pay gap is the unjustifiable difference in pay between a man and a woman doing equal work. This is on a like-for-like role basis.



# What is the Gender Pay Gap?

This is calculated by:

- **Mean gender pay gap** - the difference between the mean (average) hourly rate of male and female (full pay) employees;
- **Median gender pay gap** - the difference between the median (middle value) hourly rate of male and female (full pay) employees;
- **Mean bonus gender pay gap** - the difference between the mean (average) bonus pay of male and female (full pay) employees;
- **Median bonus gender pay gap** - the difference between the median (middle value) bonus pay of male and female (full pay) employees.

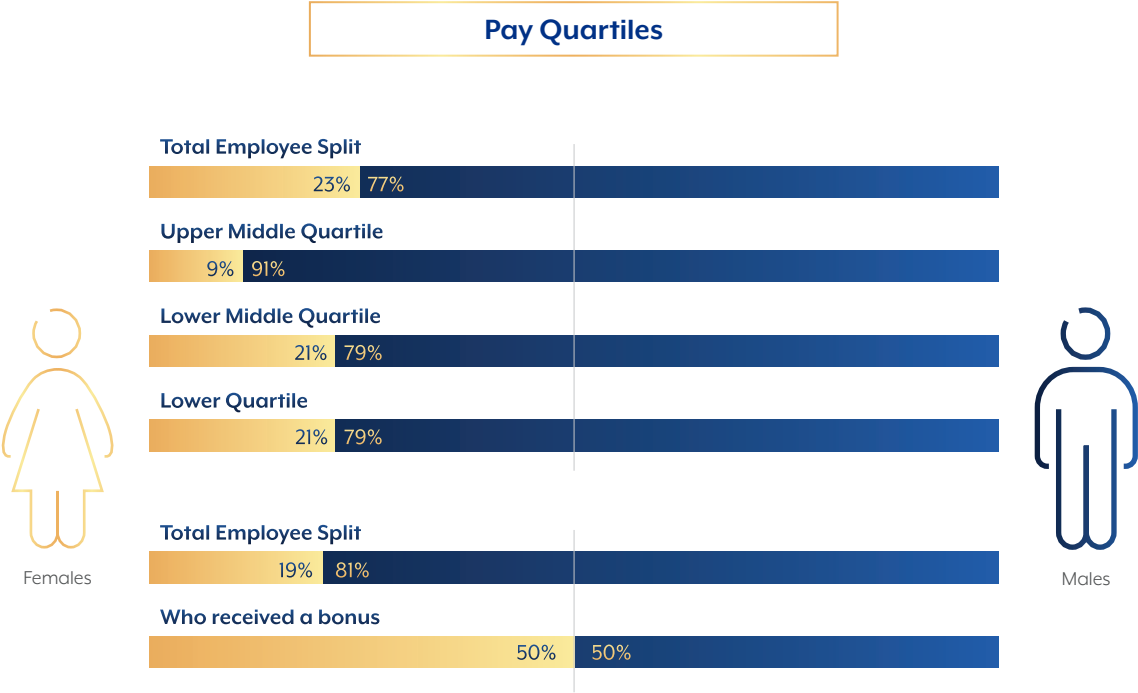
Understanding the data (what is included)

- **Basic pay**
- **Paid leave**
- **Bonus pay**
- **Car allowance** (company cars are not included)

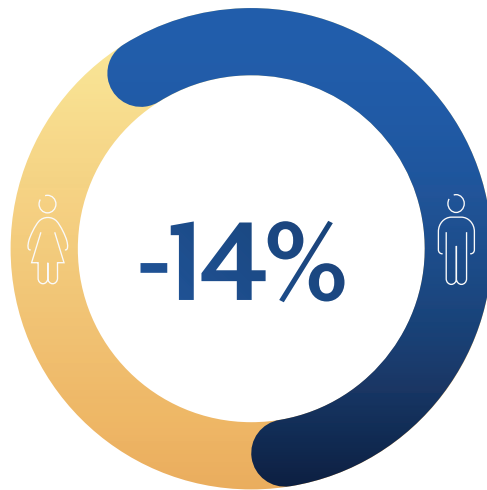




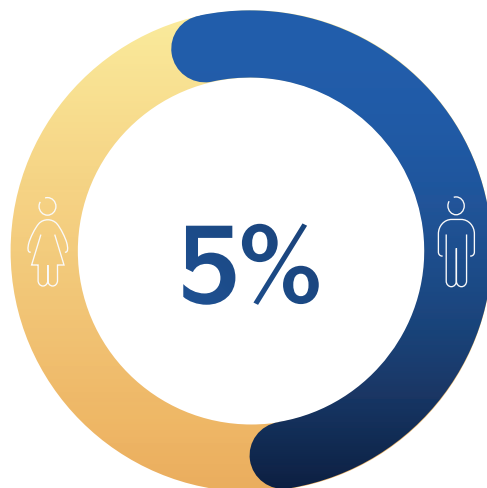
# Gender Pay Gap 2020 - BCSL (Combined)



Mean Hourly Pay Gap



Median Hourly Pay Gap



# Pay Quartiles



Females



10

Upper



4

Upper Mid



9

Lower Mid



9

Lower Mid



32

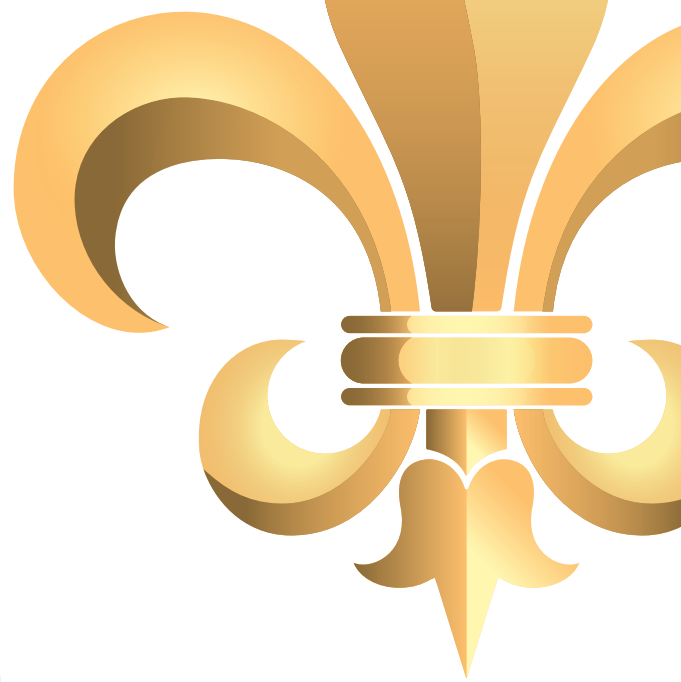
Total Emp



1

Who recei





Males



## The future

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Although we do have a gender pay gap in terms of salary and on average women are paid more than their male counterparts; we still have a gender imbalance in the ratio of male employees to female employees. This is something that we will seek to address in the coming years. Our focus is very much on our commitment to equal pay whereby we guarantee that both male and female workers delivering equal outcomes in the same role are paid the same.

One of the greatest challenges we all have in business and society if we want to redress the gender pay gap across the UK as a whole comes in recruiting more women into the construction and infrastructure sectors. In order to encourage more women into both the construction and infrastructure sectors, a greater emphasis needs to be made at an early age in order to encourage more women to join the construction and infrastructure sectors. This emphasis can only be made in schools and in the early stages of education

## Our commitment to you

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We will monitor the gender split of new applicants. We are working incredibly hard to make sure that we promote non-technical roles to make them a more attractive option for women.

In order to encourage more women into both the construction and infrastructure sectors, a greater emphasis needs to be made at an early age in order to encourage more women to join the construction and infrastructure sectors. This emphasis can only be made in schools and in the early stages of education. This includes close relationships with schools in our catchment areas.

We actively encourage our team to speak out in the community. We're attending more events than ever when our female employees take the stage to share their experiences of being a woman in construction and infrastructure, which we hope will inspire others to join our team and sectors. As part of this, we provide mentoring and training to increase confidence to take up these speaking opportunities.



## Message from our Board

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We hear a lot about the struggle to attract the best talent into the construction and infrastructure sectors. These sectors are not perceived as being glamorous and can be predominantly male dominated. We have been working hard to make the work environment attractive to everybody, but also to train and educate young people. We continue to develop our apprenticeship programmes and ensure that we are attracting women into our sectors at all levels. Our mission is to inspire future generations of youngsters to take construction and infrastructure to the next level and to make sure that physical and mental barriers into our sectors are removed at the earliest stage in a person's life. We develop and influence our built environment, it is the responsibility of all those working in our sectors to ensure that we develop a work environment that encourages people from all backgrounds into these exciting sectors.

We are extremely proud of our gender pay gap but we need to ensure that we achieve a 0% balance and shall continue to focus our efforts in this regard.

**Luke Shannon-Little**  
Managing Director



**Gareth Brewerton**  
General Counsel & Company Secretary





**BISHOPSGATE**

| March 2020 |