



Gender Pay Gap Report

Our commitment to a 0% gender pay gap







Equal Pay Gap vs Gender Pay Gap

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.

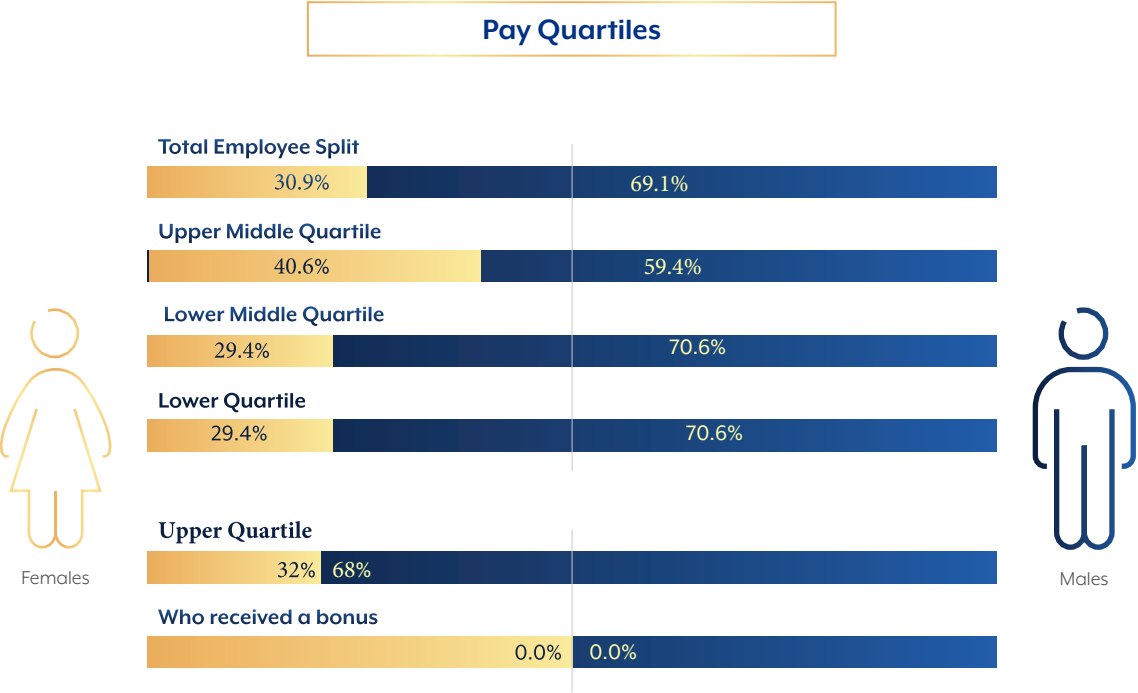
Understanding the data (what is included)

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

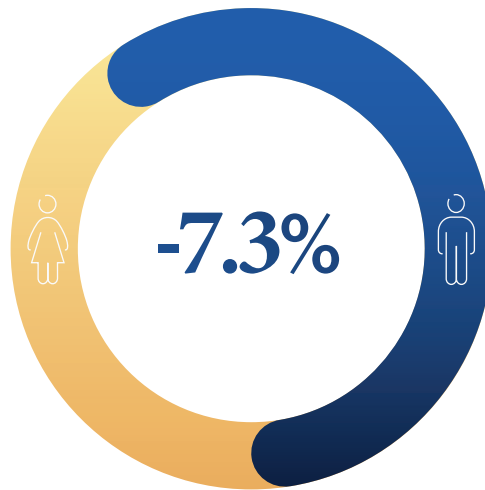




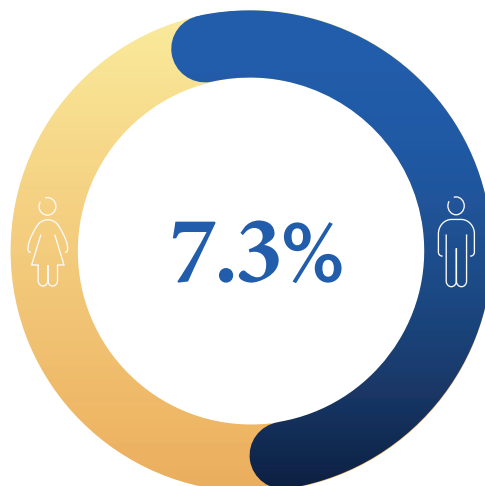
Gender Pay Gap 2025 -2026 BCSL (Combined)



Mean Hourly Pay Gap



Median Hourly Pay Gap



The future

We recognise that attracting more women into the construction and infrastructure sectors remains a challenge, as these industries have historically been male dominated.

We will continue to develop our apprenticeship programmes, build relationships with schools and promote the opportunities available within our sectors to encourage more women to consider careers with us.

We will also continue to support our employees through mentoring, training and development opportunities, while encouraging our female employees to share their experiences and inspire the next generation.

We remain committed to reducing our gender pay gap, improving the gender balance across our organisation and creating a workplace where everyone has the opportunity to succeed.

Our commitment to you

Although we do have a gender pay gap in terms of salary, our latest figures show that women's mean and median hourly pay are both 7.3% lower than their male counterparts. We recognise that there is more work to do to reduce this gap and improve the gender balance across our organisation.

Our commitment to equal pay remains at the heart of our approach. We guarantee that both male and female employees delivering equal outcomes in the same role are paid the same, regardless of gender.

We will continue to monitor the gender split of new applicants and look at ways in which we can encourage more women to consider careers within our organisation. We will also continue to promote our non-technical roles and ensure that they are presented as attractive career opportunities for women.

We will continue to work to create an inclusive working environment where everyone has the opportunity to develop, progress and achieve their full potential.



Message from our Board

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





BISHOPSGATE

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