

GENDER PAY REPORT 2018

About Network Scaffolding

Network Scaffolding Contractors Limited is one of the UK's most innovative and pioneering scaffolding companies, with the expertise and engineering skill to meet any demand. We undertake projects nationally from some of the most complex and challenging structures, to overnight solutions for the rail, retail and construction sectors.

What is gender pay gap reporting

Regulations require all companies with 250 or more employees to publish details of their gender pay and bonus gap annually. This report covers staff employed at 5 April 2018. Legislation requires that we report gender pay gap statistics for each separate legal entity within the group.

What is the gender pay gap?

The gender pay gap measures the difference in the pay of men and women – regardless of the nature of their work. It can be affected by the different number of men and women across all roles and seniority levels. This is different to an equal pay comparison, which compares pay for men and women for work of equal value.

What's included in the calculations?

Hourly pay includes basic pay, car allowances (where paid as cash), shift premium pay and other allowances. Excluded are overtime, redundancy and benefits in kind along with the employees on family or sick leave. Bonus pay for the year ended 5 April 2018 includes performance and productivity bonuses.

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean average for both men's and women's hourly pay and report the percentage difference.

The median involves listing all the numbers in numerical order. The median is the middle number. We calculate the median for men's and women's hourly pay and report the percentage difference.

Our gender pay gap

	2018	<i>2017</i>
Mean gender pay gap	17.8%	<i>16.3%</i>
Median gender pay gap	22.7%	<i>16.1%</i>
Mean bonus gender pay gap	74.5%	<i>47.3%</i>
Median bonus gender pay gap	63.8%	<i>30.8%</i>
Proportion of males receiving a bonus payment	59%	<i>63%</i>
Proportion of females receiving a bonus payment	13%	<i>75%</i>

Pay quartiles

When we arrange our hourly rate information in value order and divide it into four equal sized quartiles, the proportion of women in each quartile is:

	2018				2017			
	Male	Female	No of men	No of women	Male	Female	No of men	No of women
Lowest	95%	5%	78	4	95%	5%	83	4
Quartile 2	99%	1%	81	1	99%	1%	86	1
Quartile 3	99%	1%	81	1	100%	0%	87	0
Highest	99%	1%	81	1	97%	3%	84	3

Why do we have a gender pay gap?

We acknowledge the gender pay gap, but it should be noted that we operate in the construction industry which is historically male dominated and this gap is highlighted by the roles in which men and women work within the industry and the salaries they attract. Our organisation is comparable with our industry peers in having a gender imbalance in our working population. Men outnumber women at every level in the business, and this is the primary cause of our gender pay gap. We also employ a large skilled workforce of operatives where women are visibly under-represented. We are an equal opportunities employer and are confident that our employees receive equal pay for the same or work of equal value.

We believe that creating an environment where people can work, grow and succeed, irrespective of gender is vital to our success. A diverse workforce will make us a better business and are committed to making Network Scaffolding Contractors Limited a great place to work, where our people thrive, and can be at their best, every day. The actions we take to reduce our gender pay gap will be based on merit. Our focus is on recruiting talented women, creating the environment to develop and ensuring equal access to opportunities so women can achieve their full potential. Further investment in our HR services since April 2018 will aid our continued efforts to reduce the gender pay gap and efforts to attract women into this male dominated industry. We will continue to look at ways to attract and select more women into senior roles to gain a higher percentage of female representation across the business, but understand this is a longer term goal and requires further focus across the sector.

There have been changes to the structure of the senior team inclusion on payroll since our previous gender pay reporting which has resulted in the increase in the gap since the previous year.

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with the ACAS guidance on managing gender pay gap reporting.



JANE C RATCLIFFE
CHIEF FINANCIAL OFFICER

4 April 2019