

GENDER PAY GAP REPORT 2024



CHAMPION
GROUNDWORKS LTD



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2024

THE GENDER PAY GAP REPORT

The Gender Pay Gap compares the average pay by gender within the company, regardless of their role, type or level. However, 'Gender Pay Gap' is not the same as 'Equal Pay'. Equal Pay relates to the pay of people who are carrying out similar jobs, or work of equal value.

GENDER PAY GAP INFORMATION

The data below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The following statistics have been prepared based on data regarding Fred Champion Groundworks Ltd as at the snapshot date 5th April 2024.

GENDER PAY GAP

These figures show the pay gap between male and female employees for the years 2023 and 2024.

	MEAN		MEDIAN	
	2023	2024	2023	2024
Pay gap	24.37%	10.11%	24.46%	11.11%
Bonus gap	-14.07%	-14.62%	-325%	-400%

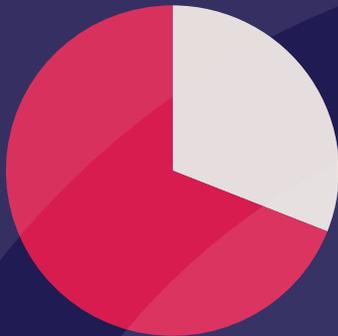
These statistics show that men are paid on average 10.11% more than women as a mean average and 11.11% more as a median average. In monetary terms, this means that men earn £1.10 for every £1 a woman earns as a mean and £1.11 for every £1 a woman earns as a median. The Mean and Median pay gaps have both decreased since 2023.

The Bonus Gap statistics show that women receive 400% more Bonus payments on a Median Average and 14.62% more bonus than men on a mean average. In monetary terms this means that for every £1.00 bonus a man earns, a woman earns £1.14 (Mean) and based on the median calculations, for every £1.00 of bonus a man earns a woman earns £4.00.

We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. As can be seen, we have halved the gender pay gap on both our median and mean averages.

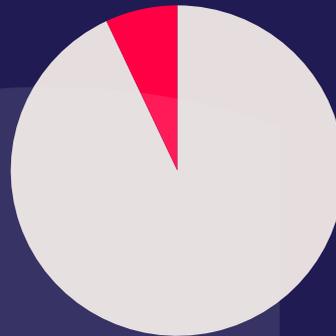
PROPORTION OF MALES AND FEMALES RECEIVING A BONUS

MALES



% of males receiving a bonus (31)
 % of males not receiving a bonus (69)

FEMALES



% of females receiving a bonus (93)
 % of females not receiving a bonus (7)

	2023	2024
% of male employees receiving a bonus	42.64%	30.8%
% of female employees receiving a bonus	86.67%	92.9%

The above graphs show that 30.8% of male employees received a bonus whereas 92.9% of women employees received a bonus. The Percentage of male employees receiving a bonus has decreased since 2023, whilst the percentage of female employees receiving a bonus has increased.

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE BY PAY BAND

	MALES		FEMALES	
	2023	2024	2023	2024
Lower quartile	91%	91.36%	9%	8.64%
Lower middle quartile	96.25%	97.50%	3.75%	2.50%
Upper middle quartile	98.75%	97.53%	1.25%	2.47%
Upper quartile	95%	96.25%	5%	3.75%

The majority of female employees at Fred Champion Groundworks Ltd are employed in clerical positions and these are represented in the Lower Quartiles.

The Upper Quartile comprises of Technically skilled roles and Higher Management roles. These roles have historically been male dominated and a lack of female applicants for these types of roles has led to the statistics shown. However, the % of woman in the Upper middle quartile, has increased since 2023, and the % of the woman in the Lower quartile has decreased. This would indicate that the woman are increasingly taking on roles which attract a higher salary.

WHAT ARE WE DOING TO CLOSE THE GAP?

We already have in place a robust recruitment strategy. Our Recruitment and Training department work very closely with local colleges and other organisations to promote a career in the Construction Industry to both men and women. We are continually recruiting, but to this date no females have applied for either an apprenticeship or an employment position in the construction areas of our organisation. It is recognised that this is not an issue with Fred Champion Groundworks Ltd alone, but that this is an industry wide issue.

We have already identified potential in our female employee's and we have supported them to move within the organisation to more senior positions, providing them with training leading to professional qualifications, a mentor system and full support along the way.

Fred Champion Groundworks Ltd is fully committed to reducing the Gender Pay Gap within the Company. We continue to challenge the traditional idea that Construction is a male-orientated field, and we will continue working with organisations and training providers in order to recruit high quality female employees across all sectors of our organisation.



JAMIE ROBERTS
Managing Director
13th June 2024