

Gender Pay Report

April 2022



What is the Gender Pay Gap?

From 5 April 2017 onwards, any UK employer with 250 or more employees must publicly report on its Gender Pay Gap. Employers must publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). Gender Pay Gap reporting is not about equal pay, although our policy is to pay employees equally for the same or equivalent work, regardless of their gender.

Reducing the pay gap

We are proud to have been awarded Investor in People Silver accreditation for the second time and will be working towards achieving the Gold level accreditation in the forthcoming years. Our overall engagement scores increased to 75% in May 2022, from 68% in 2019 (an overall improvement of 7%).

We remain committed to building and developing a more diverse workforce; and we are reporting our diversity data to the board on a quarterly basis.

Our attrition rate for the year to 5 April 2022 was 23%, compared to 3% in the year to 5 April 2021, when we had very few leavers due to people being placed on furlough during the COVID-19 pandemic. However, we have been recovering well following the pandemic, with an increase in headcount to 583 in 2022, compared to 511 in 2021, particularly in the Operational areas; this is an overall headcount increase of 14%.

As the business continues to recover, our data for April 2022 continues to show the progress we were making prior to the COVID-19 pandemic.

In general, females are underrepresented across our industry, which has traditionally been, and continues to be male dominated, primarily because of fewer women choose to follow a qualification/career in construction or engineering.

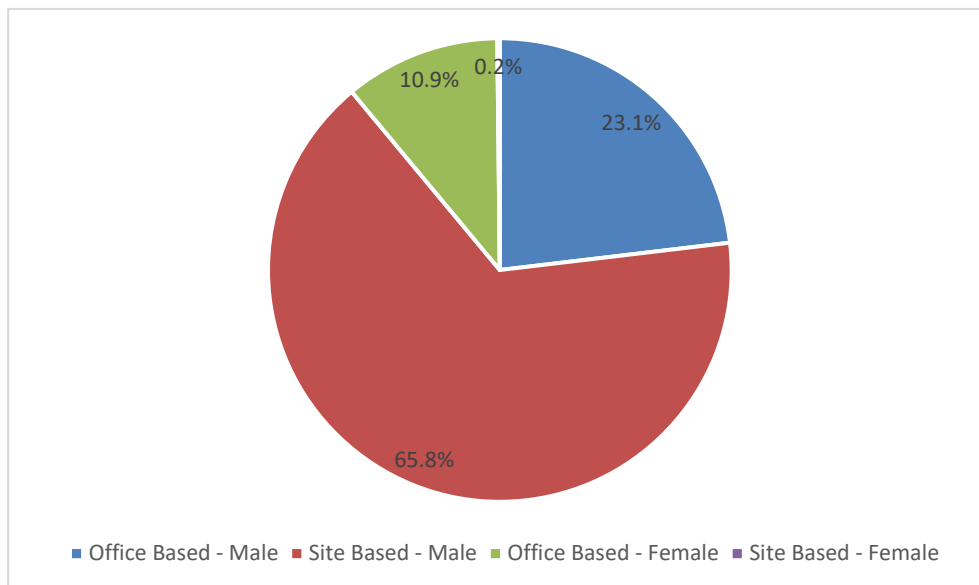
To address this imbalance, we continue to promote the industry through engagement activities with local schools and universities, as well as work in partnership with the Federation of Piling Specialists to engage with people of all genders, ethnicities and social backgrounds to consider our industry for a career. In addition, to future address this, we have an Equality, Diversity and Inclusion Action Plan which focuses on Leadership, Culture, and Development, each with bespoke targets, helping to build a strong culture of fairness, inclusion and respect across our organisation.

Our commitment to encourage people to join our industry remains a focus area of ours. We are a partner of the 5% Club, whereby we provide learning and development opportunities and are committed to 5% of our workforce being on an emerging talent programme, meaning people gain qualifications needed to develop careers within the industry. We are also engaging directly with further education establishments to encourage more females to enter the construction or engineering sectors. Both processes are aimed at increasing female representation within our workforce and will ultimately lead to reducing the pay gap.

Our Workforce

At 5 April 2022 we employed a total workforce of 583, comprised of 63 females (11%) and 520 males (89%). This is an overall headcount increase of 72 employees compared to 5 April 2021, made up of 9 females (17%) and 63 males (14%)

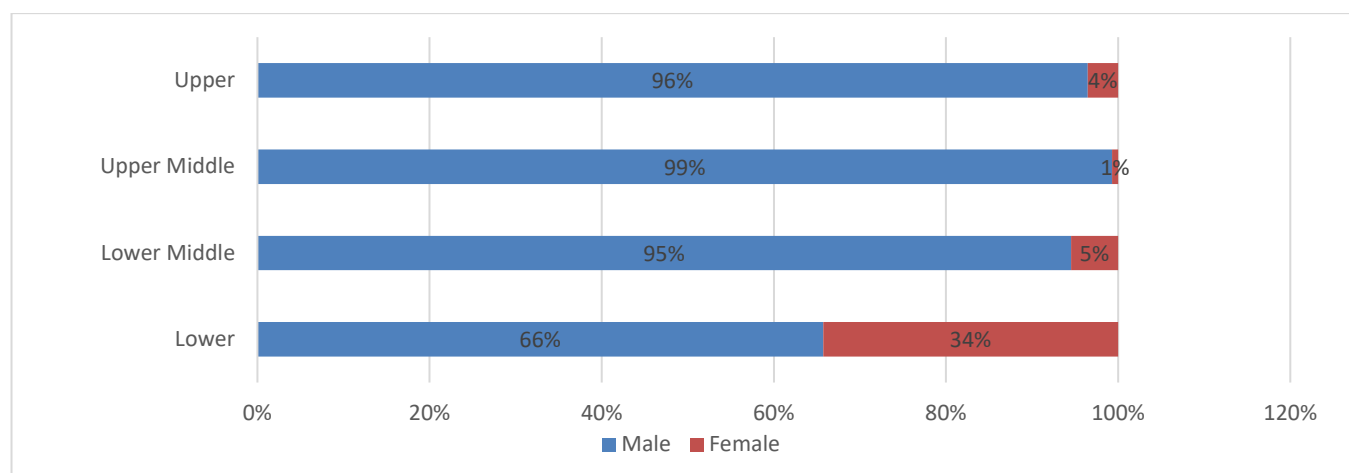
- Full pay relevant staff total 571 employees (63 females, 508 males).
- 194 employees were office based: 62 females (32% of office based; 10.8% of total workforce) and 132 males (68% of office based; 23.1% of total workforce), this is an overall increase of 29 people compared to 5 April 2021, made up of 11 females (an increase of 21.6%) and 18 males (an increase of 15.8%).
- 377 employees were site based, made up of 1 female (0.3% of site based; 0.2% of total workforce) and 376 males (99.7% of site based; 65.8% of total workforce), this is an overall increase of 41 males (12.2%) compared to 5 April 2021.



Our Pay Gap Data

The pay gap variance has improved by 7% (27% in 2021; 34% in 2022). However, we must acknowledge that the upper quartile figures have remained stable at 96% male and 4% female. This is reflective of the construction and engineering sectors where women continue to be underrepresented, particularly site-based staff, engineers and at senior levels. That said, we are proud to have a female Director of Ground Improvement and a female Head of HR.

Proportion of male and female employees in quartile pay bands



The results have been impacted by, and are reflective of, the relevant pay period used for calculating the mean and median hourly pay gap. The relevant pay period is the pay period within which the snapshot date (5th April) falls. For site-based staff, who are paid weekly, this was week ending 8 April 2022. For office-based staff, who are paid monthly, this was April 2022.

Hourly Pay:

The mean hourly pay gap has increased slightly from 37.7% in 2021 to 41.6% in 2022 because the average hourly pay for males increased by 4% compare to no movement for females. The median hourly pay gap has remained fairly stable at 46.6% in 2022 from 45.6% in 2021.

	2022	2021	2020	2019	2018	2017
Mean hourly pay gap	41.6%	37.7%	29.0%	37.6%	39.7%	38.4%
Median hourly pay gap	46.6%	45.6%	35.7%	42.9%	40.2%	38.3%

Bonus:

The mean bonus pay gap has improved by 20.4% since last year (89.7% in 2021; 69.3% in 2022).

The median bonus pay gap has also improved by 13.4% within the same period (86.2% in 2021; 72.8% in 2022).

	2022	2021	2020	2019	2018
Mean bonus pay gap	69.3%	89.7%	53.7%	64.0%	59.0%
Median bonus pay gap	72.8%	86.2%	5.9%	67.0%	52.9%

The differences are moving back in the direction of pre-covid figures, which were skewed due to annual performance bonus for office-based staff within the financial year 2020/21 being deferred until August 2021. This means that the bonus for the financial year 2020/21 and the financial year 2021/22 are both included in the analysis of this year's report.

With an ongoing changing workforce over the period April 2022 to April 2023 we hope to see an improvement on our Gender Pay Gap; while we have initiatives detailed above the fact remains the construction industry has a much higher representation of males than females.

Declaration

I confirm that the Gender Pay Gap data contained in this report for Van Elle Limited is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (ACAS). Hayley Smith, Head of HR.