

# Gender Pay Gap Report

## April 2023



# 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 for 2023 was 73% which was a slight from decrease from 75% in May 2022. However, there was an increase in response rate of 4%. The previous year results were:

	FY23	FY22	FY21	FY20	FY19
Engagement Score	73%	75%	73%	69%	68%
Response Rate	49%	45%	52%	56%	36%

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 2023 was 23%, which has remained stable from 5 April 2022 which was also 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 with an increase in headcount to 634 in 2023, compared to 583 in 2022, particularly in the Operational areas; this is an overall headcount increase of 9%.

As the business continues to recover, our data for April 2023 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.

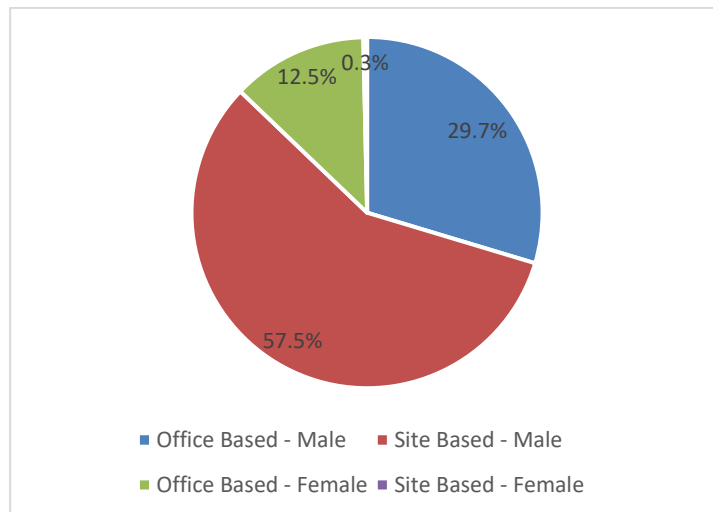
To address this imbalance, we continue to promote the industry through engagement activities with local schools and universities, as well as work in partnership with the Federation of Piling Specialists to engage with people of all genders, ethnicities and social backgrounds to consider our industry 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 2023 we employed a total workforce of 634, comprised of 79 females (12%) and 555 males (88%). This is an overall headcount increase of 51 employees compared to 5 April 2022, made up of 16 females (31%) and 35 males (69%)

- Full pay relevant staff total 607 employees (78 females, 529 males).
- 256 employees were office based: 76 females (29.7% of office based; 12.5% of total workforce) and 180 males (70.3 % of office based; 30% of total workforce), this is an overall increase of 62 people compared to 5 April 2022, made up of 14 females (an increase of 18%) and 48 males (an increase of 27%).
- 351 employees were site based, made up of 2 female (0.5% of site based; 0.6% of total workforce) and 349 males (99.5% of site based; 57.5% of total workforce), this is an overall decrease of 27 males (-7.7%) compared to 5 April 2022.

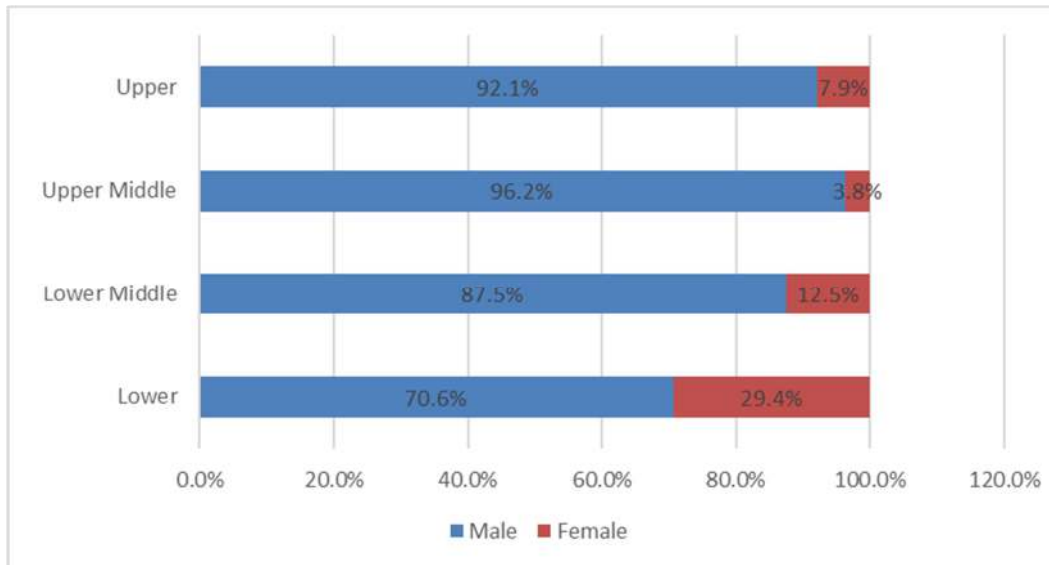


## Our Pay Gap Data

The pay gap variance has improved by 12% (41.6% in 2022 and 29.6% in 2023). 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 Finance Director, Director of Ground Improvement, Head of HR and Head of Procurement. We also have a total of 19 females in Engineering roles, 4 of which are Graduate Engineers, supporting the representation of females in STEM roles.

## 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 (5<sup>th</sup> April) falls. For site-based staff, who are paid weekly, this was week ending 7 April 2023. For office-based staff, who are paid monthly, this was April 2023.

### Hourly Pay:

The mean hourly pay gap has improved significantly by 12%, from 41.6% in 2022 to 29.6% in 2023 because the average hourly pay for females increased by 11% compared to a 8% reduction for males. The median hourly pay gap has also reduced by 10.2%, from 46.6% in 2022 to 34.1% in 2023.

	2023	2022	2021	2020	2019	2018	2017
<b>Mean hourly pay gap</b>	29.6%	41.6%	37.7%	29.0%	37.6%	39.7%	38.4%
<b>Median hourly pay gap</b>	34.1%	46.6%	45.6%	35.7%	42.9%	40.2%	38.3%

### Bonus:

The mean bonus pay gap has improved from 69.3% in 2022 to 57.8% in 2023 (an improvement of 14.5%) The median bonus pay gap has also improved by 15.1% within the same period, from 72.8% in 2022 to 57.7% in 2023.

	2023	2022	2021	2020	2019	2018
<b>Mean bonus pay gap</b>	57.8%	69.3%	89.7%	53.7%	64.0%	59.0%
<b>Median bonus pay gap</b>	57.7%	72.8%	86.2%	5.9%	67.0%	52.9%

The differences are improving year on year, and we hope this will continue to improve with our campaigns / promotion of Van Elle as a company that welcomes/embraces Equality, Diversity, and Inclusion.

With an ongoing changing workforce over the period April 2023 to April 2024 we hope to see further improvement in 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.