

GENDER PAY GAP REPORT 2017 - BELL DECORATING GROUP LTD

This report sets out our headline gender pay gap figures. Our report details our snapshot date of 05 April 2017. We welcome the introduction of gender pay gap reporting and what it sets out to achieve.

1. WHAT IS THE GENDER PAY GAP?

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work. We are confident that men and women are paid equally for doing the same job at Bell Decorating Group Limited. We ensure that pay levels are reviewed using a fair and consistent process.

2. LEGISLATIVE REQUIREMENTS

All UK companies with 250 or more employees as at the snapshot date of 05 April 2017, are required to publish specific gender pay gap information as follows:

- Mean and median gender pay gap;
- Mean and median gender bonus gap;
- Proportion of males and females receiving a bonus;
- Proportion of males and females by quartile pay band

The mean and median gender pay gap is based on hourly rates of pay as at 05 April 2017.

The mean and median gender pay gap considers bonus pay received in the 12 months leading up to 05 April 2017.

Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts.

3. SUMMARY OF DATA

We have complied with our obligations and below, we have summarised our findings.

Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)	Mean Gender bonus Gap (%)	Median Gender Bonus Gap (%)	Proportion of Males Receiving a Bonus (%)	Proportion of Females Receiving a Bonus (%)
-17.28%	0.74%	29.88%	19.29%	79%	59%

Proportion of Males and Females by Pay Quantile (%)		
	Males (%)	Females (%)
Top Quartile	90%	10%
Upper Middle Quartile	93%	7%
Lower Middle Quartile	95%	5%
Lower Quartile	88%	12%

4. GENDER PAY GAP

We can confirm that our female members of staff have a higher average hourly rate of pay compared with our male employees. This is remarkable given the challenges that we face in our industry as discussed in section 6 of this report.

We are in the fortunate position of having attracted women into our senior management roles at a tier of staff that sits below our Directors. At this senior level of our organisation, 67% of that is made up of women. This is a great representation of the hard work that we do to promote our industry to women. We will continue with our efforts to attract more women at all levels of our organisation.

5. GENDER BONUS GAP

We have higher mean and median bonus gaps. We intend to review this and consider if any changes could be made to our bonus structure.

We have identified that our gender bonus gap is due to factors such as our more managerial operational roles (which have more men than women occupying them) attracting an overall larger opportunity to obtain a bonus.

A further factor is that more women than men work on a part time basis. Where bonuses have been paid to our part time members of staff, they are pro-rated to reflect the hours of work. We are an employer that encourages flexible ways of working where possible that suit the requirements of our employees and we will continue to encourage that despite that having an influence on our gender bonus gap.

6. CHALLENGES IN OUR INDUSTRY

Despite operating in the construction industry which currently attracts fewer women, our average hourly pay for our female employees is higher than our male employees. We seek to make our industry attractive to females and part of that is ensuring that the roles that we offer are well paid to ensure a good quality of life for all our employees. This is further demonstrated by our commitment to pay our employees at least the National Living Wage.

Our organisation continues to be under-represented by females and we continue to be faced with challenges in fulfilling our desire to achieve a fairer balance in relation to the number of men and women that we employ. This is an area that is high on our agenda and we are taking positive steps to address that.

Attracting and retaining women in the industry is one of our biggest challenges. We plan to review our current strategies in detail this year and implement any further new strategies that we think will be useful in assisting us in achieving our goals.

7. TAKING ACTION

We have identified the following key issues in our organisation that we wish to address:

- We have a higher proportion of women than men in our more junior roles;
- Overall, we have fewer women than men in our senior and management roles

We have a female Director (one of only two shareholders of the organisation) who is passionate about opening up opportunities for women and encouraging women to consider our industry. She is proactive in seeking out opportunities to present to women who may be considering which career path to take. In addition, she is well known for her caring approach to our female members of staff and provides support where necessary. Being conscious that we operate in a male dominated industry, she promotes herself as very approachable and always willing to listen.

RECRUITMENT PROCESSES

We encourage applicants from under-represented groups and visibly promote ourselves not only an employer of choice but one that supports women into the business at every level. There is demonstrable evidence of this being ingrained in our recruitment practice and our Apprentice Recruitment Strategy purposely promotes and actively supports the recruitment of women into painting and decorating roles.

To assist with this, we have developed specific recruitment literature which is used by our Community Engagement Co-ordinators to positively target females in the communities within which we deliver our services. We plan to use examples of female employees who have been successful in our organisation to be used within adverts, case studies, videos, leaflets and at careers events across the UK.

We seek to promote our industry to women throughout the year and take opportunities such as National Women's Day to deliver presentations to raise awareness of our organisation and the employment opportunities available.

We recognise that there is still work to be done to establish a balance in attracting females and as such are developing further resources including a recruitment video to enhance this progression.

APPRENTICES

With a lower number of women in operational or higher paid roles, we have placed inclusivity firmly on our agenda with a particular focus on our Apprentice recruitment drives. We actively recruit apprentices annually across the organisation.

As a result of our apprentice strategy and our focus on attracting minority groups, we can demonstrate that our female intake of apprentices has increased year on year.

Our recruitment drive for this year is now underway and we are hopeful that we can exceed our female intake compared with previous years.

BELL GROUP ACADEMIES

The recent development and growth of Bell Group Academies provide a perfect host environment to incubate future female talent and our Management and Training Strategies will ensure potential is identified and developed at all levels and across all business areas regardless of gender.

SCHOOL LEAVERS

We place a particular emphasis on taking opportunities to present to those in high school at the stage of thinking about which career path they may wish to take. We actively educate those pupils about our industry and the opportunities available at all levels of our organisation.

Identifying that we struggle to attract women into our industry, we proactively seek to speak with female pupils to further discuss any opportunities that are available in an attempt to make our industry more appealing to them.

Quite often we are surprised to note that a lack of understanding about our industry is one of the main factors that discourages women from considering our industry as a career. We aim to break down those barriers and encourage women to view our industry positively with ample opportunities for career progression.

To assist us with this strategy, last year, we trained around 20 members of staff to become construction ambassadors and promote careers in schools. We have now taken a decision to roll this initiative out nationally with the Construction Industry Training Board (CITB). Our good relationship with CITB only further enhances our commitment to promoting our industry with a particular emphasis on implementing strategies to attract more females into our workforce at all levels.

We are confident that our commitment to achieve a more balanced workforce will lead to an increase in female employees in the years to come.

I confirm that the gender pay data contained in this report is accurate.

A handwritten signature in black ink, appearing to read "Paul Steedman", written over a dotted line.

Paul Steedman

Group Managing Director

30th March 2018