



### **What is meant by gender pay gap?**

Employers with over 250 employees are required to publish statutory calculations every year showing their pay gap between male and female employees.

The gender pay gap is the difference in the average earnings between men and women, regardless of the roles they perform. Gender pay differs from 'equal pay', which looks at pay differences between people carrying out the same or comparable work.

The calculations carried out by the Company are shown in the document below and are based on the snapshot date of 05 April 2018.

### **How much is our gender pay gap?**

At 05 April 2018 the gender pay gap in GTC Utility Construction was 23%.

This is the difference in mean hourly rate between men and women for all roles in the business. Our calculations have been completed in line with the Government regulations (available through the ACAS website).

The gap is higher than the national average of 17.9% for both full and part time employees, as reported by the Government in April 2018.

### **Why is GTC Utility Construction gender pay gap higher than average?**

The business works across the construction, engineering and utilities sectors.

Last year ACAS reported that the gap tends to be higher in industry sectors such as energy and construction, this is still the case. One of the big factors for the under representation of women in the utilities, engineering and construction sectors is that historically fewer women both in general and at a senior level have studied the STEM subjects (Science, Technology, Engineering, and Maths) at school and in further education, meaning fewer women apply for roles in these sectors.

GTC Utility Construction is a field-based business, employing predominately manual workers who are technically qualified in engineering disciplines. These positions can attract productivity bonuses. The field work does not lend itself to part time or flexible working arrangements. Work that does lend itself to flexible working arrangements is traditionally more attractive to women.

Those employed in technical field-based roles have the opportunity of career advancement through promotion to management and senior management positions which further compounds the pay gap.

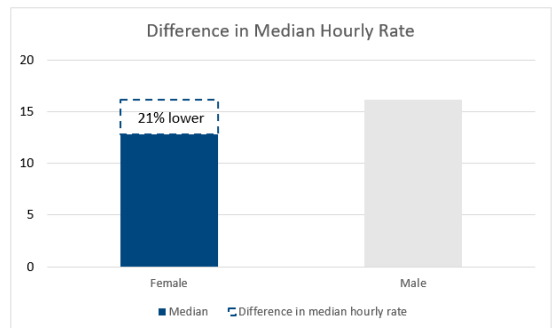
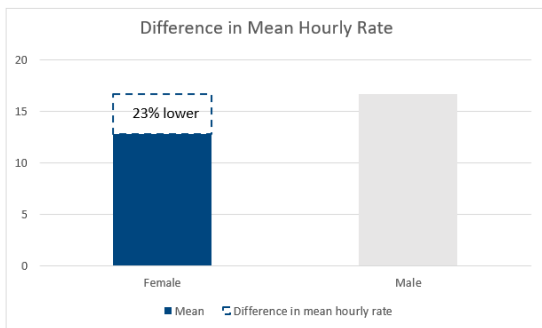
## Our Employees

Our employees are our most valued asset and each employee plays a key role in our success.

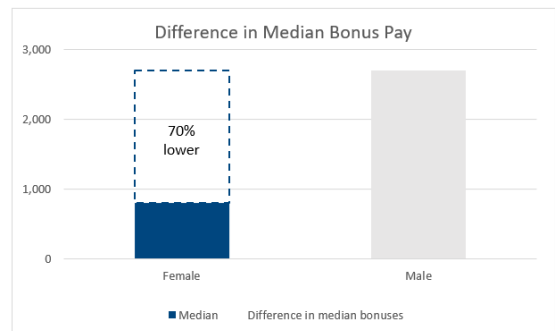
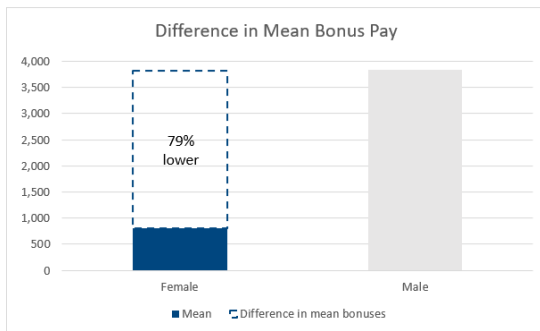
We aim to select the best candidate for our roles, ensuring an inclusive and equal process is followed. However, we are mindful of the need to actively support and encourage women to study STEM subjects. To this end we are working with STEMNET and the Suffolk STEM team to identify colleagues in our businesses who would like to become STEM Ambassadors, working in the community to encourage female students to study STEM subjects.

We will continue to develop our relationships with further education establishments, including apprenticeship schemes, to encourage and promote the opportunities that are available for females to pursue a technical career in a STEM related subject.

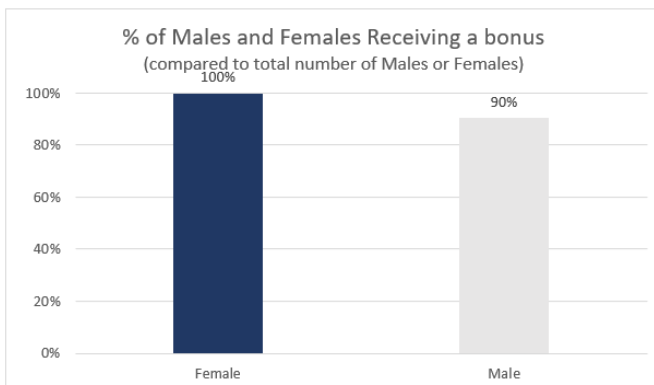
### Hourly Rate



### Bonus Pay



100% of female employees and 90% of male employees received a bonus.

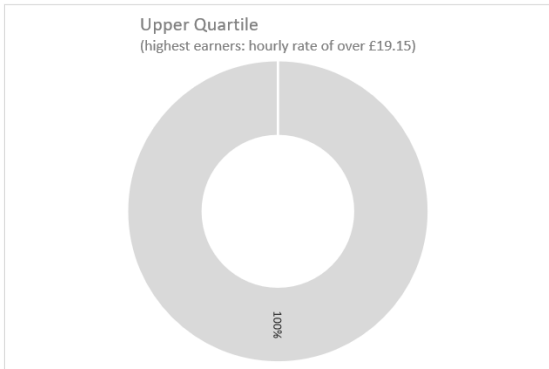
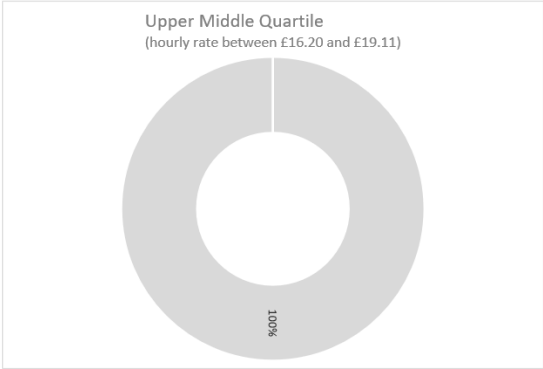
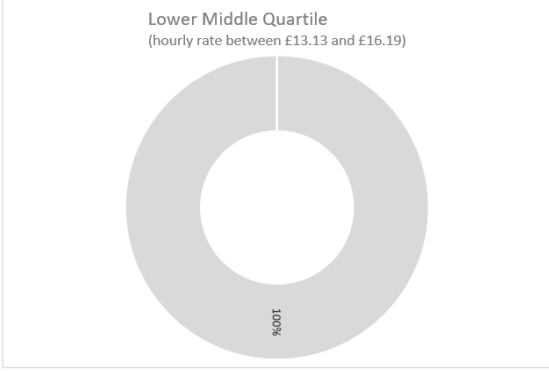
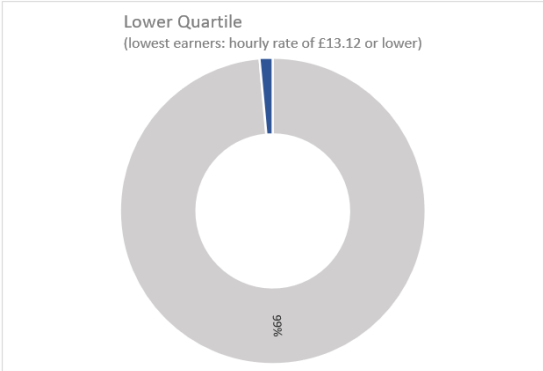


# Quartile pay band distribution

This is calculated by ranking the hourly rate of all employees from the highest to the lowest paid, dividing this list into four equal parts and working out the percentage of males and females in each of the four parts.

Quartile Pay Band Distribution

● Female    ● Male



Following an analysis of the data, the key reasons for our gender pay gap are:



The industry we work in, leading to a high proportion of males in higher paid construction roles



The higher proportion of males in senior roles. The opportunity to earn higher rates of bonus is more prevalent in such roles.



More of our female employees are employed in administrative based roles, their male counterparts are employed in technical and construction-based roles.

**What are we doing to close the gap?**

In addition to the initiatives we are taking to encourage female students to study STEM subjects and apply to us for STEM related careers, we have implemented a specific line management training programme to equip colleagues with the necessary skills to apply for more senior roles and therefore encourage female colleagues to apply for management level positions.

Our line management training courses give specific unconscious bias coaching, in both the recruitment and selection module and the performance management module, which also includes fair treatment and equal opportunities.

Our ongoing commitment to the “Great Place to Work” scheme ensures we remain focused on the business benefits of high employee engagement, resulting in our business being an employer of choice for both existing and new colleagues. Our commitment to reducing the gender pay gap is reinforced through this commitment and by continuous improvement of our working practices and policies by listening to the voice of our colleagues.

I confirm that this statement is true to the best of my knowledge and belief.

Signed:

**Paul Edwards, Director of Customer Services**