



BELL CONTRACTING LIMITED

GENDER PAY GAP APRIL 2020

Bell Contracting Limited operates within the construction sector, predominantly supplying groundwork solutions to ‘Blue Chip’ housing developers within England and Wales.

Under the methodology set out in the regulations, Bell Contracting’s reportable figures are as follows (minus figures indicate figures for females are larger than males) :

Mean gender pay gap	4%
Mean gender bonus gap	-191%
Males receiving a bonus	73%
Females in lower pay quartile	10%
Females in upper/middle pay quartile	3%

Median gender pay gap	12%
Median gender bonus gap	-900%
Females receiving a bonus	92%
Females in lower/middle pay quartile	2%
Females in upper pay quartile	5%

The Challenge

The construction sector traditionally attracts significantly fewer women than men, and this is far more notable in the subsector of groundworks in which we operate. Broadly speaking, very few women choose a career in groundworks and there is a very limited encouragement within the education system to change this at present.

Operatives within our subsector tend to work their way up through the ranks as their experience and knowledge grows; moving into site supervisor roles and eventually into full site management roles. The very low level of female operatives historically within our subsector has led to a lack of females at management level.

Our Results

Whilst we still have a gender pay gap favouring men, as with our previous years, the figures have improved again. The mean gender pay gap has fallen from 5% last year to 4% this year, with the median gender pay gap falling significantly from 21% to 12%. Females make up a smaller percentage of the lower pay quartile, with these female employees moving up into middle pay quartiles.

It is still extremely difficult to recruit women into our core business of groundworks but, where at all possible, we are actively encouraging women to join the business, and to move those already working for us up through the ranks, which is showing in our results.

Implementation Plan

At Bell Contracting Limited we operate an equality and diversity policy that does not discriminate against gender, or any other demographic, in our recruitment and development activities.

We aim to attract, retain and progress more women into senior roles and are committed to closing this gap. To achieve this we will ensure the following guidelines are worked within:

- Encourage our recruiter to shortlist a balanced and diverse set of candidates for every vacancy.
- Deliver unconscious bias training for hiring managers and senior managers.

- Continue to review pay and reward structures.
- Review working environment and conditions of employment to help grow the talent pool.
- Ensure talented people have every opportunity to succeed and progress their careers.
- Support women to progress to more senior positions.
- Focus on retaining our maternity and paternity returners.

