Gender Pay Gap 2018

**Pay gap**
- **Mean**: 13.3%
- **Median**: 11.1%

**Workforce profile**
- **Lower**: 41.2%
- **Upper**: 58.8%

**Hourly pay quartiles**
- **Lower**: 62.6%
- **Lower middle**: 37.4%
- **Upper middle**: 47.4%
- **Upper**: 19.2%
- **Lower**: 80.8%
- **Upper**: 30.2%
- **Upper**: 69.8%

**Bonus Pay Gap**
- **Mean**: 93.2%
- **Median**: 0%

**Percentage of colleagues receiving a bonus**
- **Lower**: 91.4%
- **Upper**: 90.9%
Gender pay gap at WDH

At WDH, we are committed to equality and diversity in all areas of employment and we have a robust and equitable pay and grading structure to ensure fairness. However, WDH’s mean gender pay gap has increased to 13.3% and our median gender pay gap has remained stable at 11.1%.

Whilst we are taking steps to tackle our gender pay gap we acknowledge that these will take time to be reflected in our figures.

WDH have a unique set of circumstances that require significant cooperation from all employees and trade unions if we are to be successful. Details are illustrated below.

We are pleased to publish our gender pay gap report and we can confirm that the data reported is accurate in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Kevin Dodd
Chief Executive

Tracy Tallant
Director of Organisational Development

Bonus

Our median bonus pay gap is 0%. This is the same as last year and shows that typically males and females receive the same amount of bonus pay at WDH. In December 2017, we awarded an annual non-consolidated bonus to our colleagues irrespective of gender.

Our mean bonus pay gap is 93.2%. This means that the average value of the bonus that males received was 93.2% higher than females. The main reason for this gap is the PRP scheme for our trade operatives. Females are under-represented in this employee group, so the average bonus amounts received by our male colleagues are statistically higher. If PRP related bonus’ are taken out of the calculations, then the mean bonus gap reduces to 6.4%.

Our analysis has also highlighted that the bonus pay gap is attributable to part time working. The bonus pay gap calculations use the actual value of the bonus’ received. The non-consolidated bonus was a fixed amount and pro-rata’d for part time colleagues, the majority of which are female, this reduces the average value of bonus’ received by females.

Hourly rate and quartiles

Our mean gender pay gap is 13.3%. This means there is a 13.3% difference between the average pay of males and females. A significant reason for this gap is the PRP scheme adopted by our predominantly male trade operatives who have the ability to earn bonus payments. The under-representation of females in this employee group (only 0.7% are female) has contributed to the pay gap. If we exclude the PRP from the calculations, the mean pay gap reduces to 8% and the median pay gap reduces to -0.2% (from 11.1%).

We continue to have a greater proportion of females in grades 1-7 of our pay and grading structure and a greater proportion of males in grades 8 and above. As there are more males in higher paid roles this results in the average male hourly rate being greater than the average female hourly rate which contributes to our pay gap.

Are we going to close the gap?

In the last 12 months, we have commissioned an external research company to identify any underlying reasons for our gender pay gap. The feedback we have received from this will be incorporated into our Diversity and Inclusion action plan.

Our Diversity and Inclusion plan 2018-2020 sets out our approach to reducing the gap and the specific actions we are taking. This includes increasing the number of non-gender specific roles in construction. To support this, we are proactively working with schools to overcome gender stereotypes and increase the number of female applicants for the changing roles in construction as the digital revolution continues.

Longer term, we are introducing an ERP system into the organisation that will shape our future ways of working. We expect this will make us a more agile and flexible organisation, through which our aim is to create more opportunities for females at grade 8 and above. We remain committed to reducing our gender pay gap and we are taking proactive steps to understand and address this, however we acknowledge that this will take time.