

THE WINVIC WAY



# WINVIC GENDER PAY GAP REPORTING

WINVIC CONSTRUCTION LIMITED | APRIL 2022



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# WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap measures the difference between the average hourly pay for all women and men across our organisation. It is important to acknowledge that it is different to equal pay as it takes into account all roles at all levels of the organisation, rather than comparing pay received by women and men performing the same roles. We regularly review and analyse our employees' pay and we are confident that our pay structure is gender neutral and both men and women receive equal pay for equal work.

The figures are shown as the Median average; if all employees were lined up in order of pay from highest to lowest, the Median Gender Pay Gap compares the pay of the female in the middle of their line and the pay of the male in the middle of their line. The Mean average is arrived at by adding up women's salaries and dividing this figure by the number of women in the organisation and doing the same for men. These calculations are not perfect, because as with all companies, different jobs pay differently and the number of men and women performing these jobs varies, so a gap exists.

Difference between the average hourly pay for all women and men across our organisation

All roles at all levels of the organisation

Regularly review and analyse employees' pay



# OUR GENDER PAY GAP STATISTICS

Our third Gender Pay Gap (GPG) report shows the average pay difference between men and women at our company. The figures are taken from April 2020 to April 2021 and relate to our Construction business, which is in accordance with Government requirements and the Gender Pay Information Regulations 2017.

In 2022, for the second year running we have seen our Gender Pay Gap figures reduce due to having more females in the upper two quartiles; our overall mean Gender Pay Gap reduced by 3.26% per cent and our median pay gap decreased by 3.73%.

Historically, there have been far fewer females entering the construction industry and this gender imbalance is visible in senior positions. As we attract more women into our entry level schemes, our Gender Pay Gap figures are likely to be affected as they will be at the start of their careers in the lower quartiles. However, as these females progress to more senior positions our Gender Pay Gap should close. We are confident that this is the right strategy to focus on in order to achieve long-term sustainable progress in closing our Gender Pay Gap.

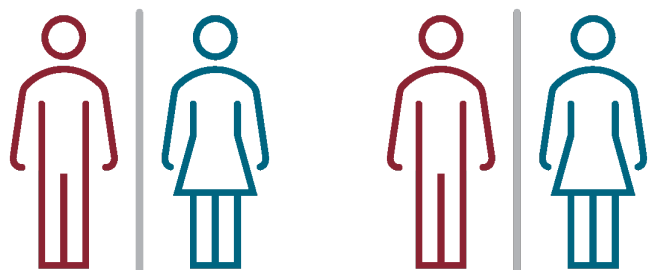
## Pay Gap

### Mean Gender Pay Gap

43.81%

### Median Gender Pay Gap

48.76%



## Bonus Gap

### Mean Gender Pay Gap in Bonus Pay

56.69%

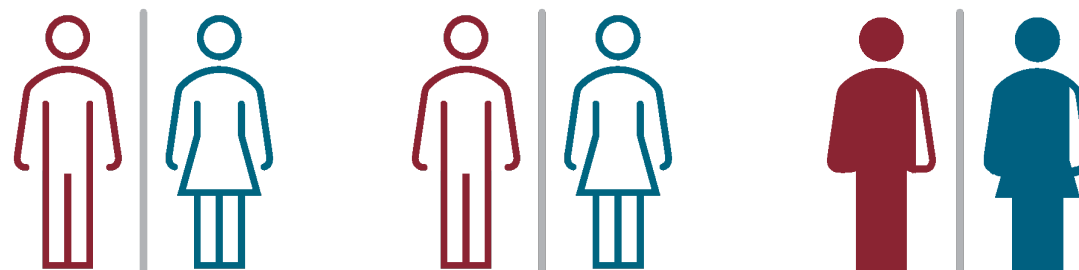
### Median Gender Pay Gap in Bonus Pay

55%

### Proportion Males/Females Receiving a Bonus

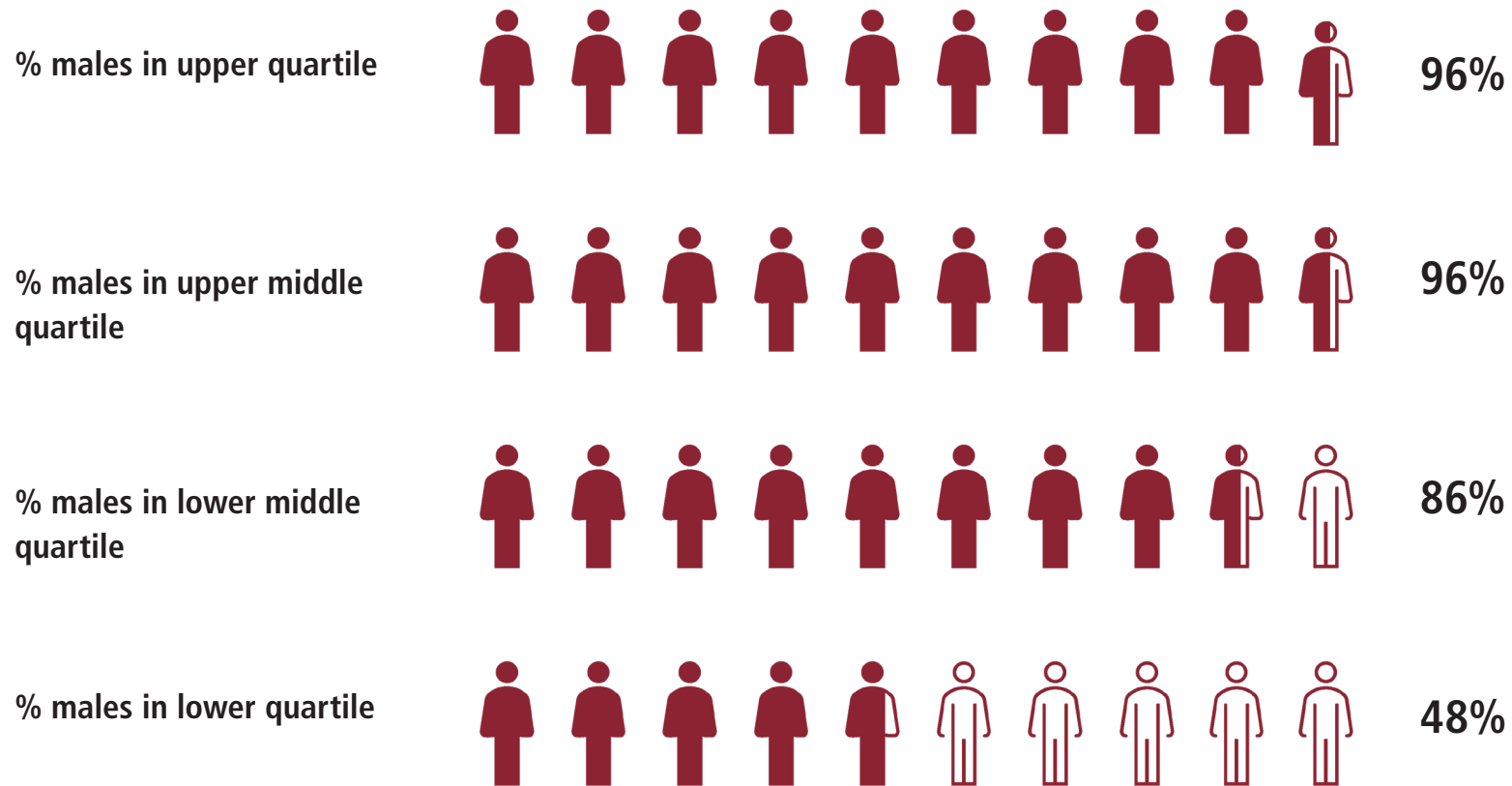
83.5%

85.30%



# OUR GENDER PAY GAP STATISTICS

## Pay Quartile

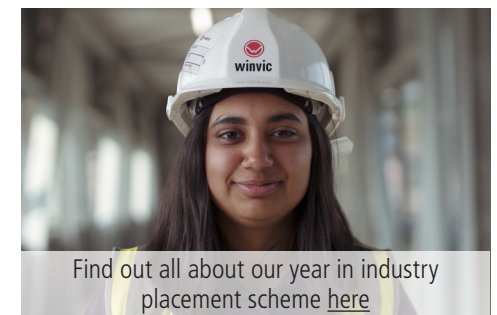


# ENCOURAGING A DIVERSE WORKFORCE

At Winvic, we are committed to being a sustainable business in every sense and we recognise that having a diverse workforce is important to our future. As a responsible employer, we are dedicated to ensuring equal employment opportunities and to fairness in our recruitment, development, promotion and reward practices as part of our Equality, Diversity and Inclusion Policy. However, like most companies in our industry, we recognise that there is still much work to be done in this area. So across the business, we are actively engaged in initiatives and activities aimed at attracting and developing an increasingly diverse workforce, which we believe will in turn have a positive impact on gender pay.

For many years, we have been encouraging women to enter the sector and promoting an environment in which they can thrive, develop and progress. We recognise that changing the perception of construction will attract more women into the industry and can help to close the Gender Pay Gap. We are pleased to see more talented women who joined us at a young age developing into senior roles as their careers progress. Last year, we appointed our female Finance Director to our Construction Board - a qualified accountant who developed with the business having initially worked part-time following a career break to balance family life. We also recognise that helping today's intake of employees develop into more senior roles over time will help the long-term balancing of our diversity.

We have expanded our entry level programmes and targeting to attract more females into our apprenticeship, graduate and year in industry placement schemes, to increase our talent pipeline. We continue to provide equal progression opportunities for both women and men through a range of leadership development programmes which complement the tailored individual training and development plans that all Winvic employees are supported by, to encourage them to achieve their full potential.



# INSPIRING A GENERATION

There are many reasons why as an industry we don't see more females studying construction and civil engineering, and a lot of that starts with aspirations at school, parental influence and a lack of role models. We are realistic about the composition of the industry we operate in and the associated challenges. Recruiting more females to senior positions will require a long-term effort to tackle the national problem of how to recruit more women at a site level. We are affected by the regional numbers of women entering the profession, when we attend careers fairs there simply are fewer female candidates.

We work hard to inspire a diverse range of young people by targeting schools to introduce construction as a career path at an early age. Through attending careers fairs across the country and partnerships with local schools, colleges and industry bodies such as CITB, we actively promote positive role models and the broad range of careers available, to encourage them to aspire to join the industry in the future. We are sponsors of NTU's Women in Construction Award and proactively support Women into Construction and Engineering events where our female members of staff regularly speak both locally to our head office and across the country. We are regular supports of national initiatives such as International Women's Day and National Careers and Apprenticeships weeks, featuring female role models from a wide range of roles within our business.

Inspire a diverse range of young people and actively promote positive role models.

Sponsors of NTU's Women in Construction Award

Partnerships with local schools, colleges and industry bodies - encouraging and inspiring students to join the industry.



# CREATING EQUAL OPPORTUNITIES

The publication of Gender Pay Gap reports, and the extent of the industry-wide problem that it has revealed will take a generation to change, does little to enhance the image of the construction industry as an attractive career option for women. As a consequence, the negative narrative surrounding it is counterproductive and may actually hold women back from entering the industry, particularly at the entry level if females think they will earn less than men.

Nonetheless, we will continue to play a vital part in attracting, retaining, and progressing female talent within our business and by promoting best practice and at the same time positive role models to reinforce a positive image of the industry. We will ensure more opportunities exist for female talent to join Winvic, stay with us and develop their careers with us and over time, through natural career progression, reach senior positions which will in turn have a positive impact on the Gender Pay Gap.

**For Winvic, it's always been about the right person for the right role but creating equal opportunities.**



**Heather Ratcliffe**  
Finance Director



**Heidi Salmons**  
Head of Marketing and  
Communications (CSR Lead)

Developing people as well as projects, that's the Winvic Way.



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