

Gender Pay Report 2022



What is GPR?

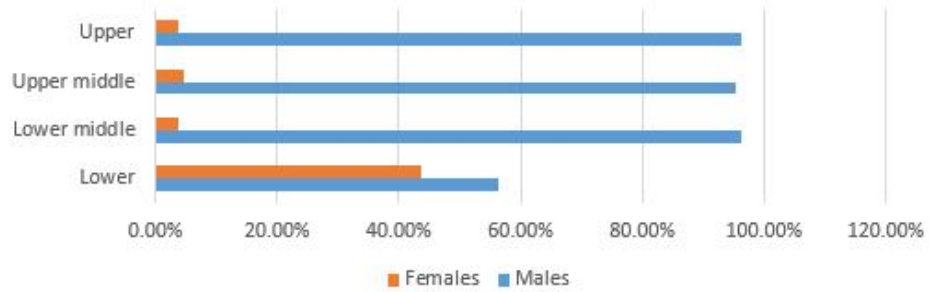
This is the fourth year where Roger Bullivant Limited has published its gender pay gap in line with UK Government requirements.

As of the 5th April 2021, our overall median and mean gender pay gap, is shown below, as a percentage difference between men and women:

Difference in mean Pay	32.74%
Difference in median Pay	32.60%
Difference in mean Bonus	100%
Difference in median Bonus	100%

Male employees receiving Bonus Pay	30.10%
Female employees receiving Bonus Pay	0%

Proportion of male and female employees according to quartile pay bands



Our Figures



Analysis

Due to the pandemic, 2020 was a difficult trading year for Roger Bullivant Limited. As a consequence, whereby an annual bonus is normally paid in the following March, no annual bonus was paid in 2021. The only employees that received a bonus were our Production Operatives who achieve a weekly production bonus, this group of employees are all males.

It is good to recognise that our percentages in the upper quartiles for females has improved, meaning we have more females in senior roles than the previous year.

However, when analysing our pay quartiles, the gender pay gap is driven by the structure of our workforce and the higher concentration of males we have in more senior positions, rather than our pay structure which is structured on gender neutral basis. It is a gender representation issue at a senior level rather than a pay issue.

The senior management team is primarily male, historically filled by those who started as Engineers and progressed their technical, operational and management skills to become the leaders in the business.

This means that currently more men than women are in the higher paid senior roles within the business which creates the gender pay gap we see today.

We continue to include Equality, Diversity and Inclusion as an agenda item on our Employee Forum for discussion, making the topic more transparent across our workforce.

We continue to strengthen our links with STEM organisations, to attract talent and build engagement from grass roots. We have partnered with further education providers to raise awareness to young people of careers within the Construction industry.

We participate in national campaigns such as 'Women in Engineering Day' to increase the visibility of women in the industry as females are an underrepresented group with the sector.

We actively promote flexible working and shared parental leave policies, and offer flexible solutions to fit with personal circumstances, including job shares, part time contracts, working from home, hybrid working and flexible hours.

We conduct regular pay and benefits audits to ensure that our pay structure remains gender neutral and competitive for all roles.

What have we been doing?



For the future

We will continue to identify positive actions to continue our success over the past 12 months. We continually re-evaluate and look for ways we can improve our gender pay gap.

We conduct regular audits of pay and benefits, and will continue to do so, to ensure that our pay structure remains gender neutral, market competitive and focused on roles.

I, Graham Trafford , Group Finance Director, confirm that the information in this statement is accurate.

Date: 20th March 2022.

Our Promise





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