



BELL CONTRACTING LIMITED

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# GENDER PAY GAP APRIL 2017

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

Companies with 250 or more employees are now required to publish their gender pay and bonus gaps, along with other prescribed information, in a publicly accessible manner.

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

Mean gender pay gap	15%
Mean gender bonus gap	-69%
Males receiving a bonus	66%
Females in lower pay quartile	11%
Females in upper/middle pay quartile	2%

Median gender pay gap	22%
Median gender bonus gap	-400%
Females receiving a bonus	80%
Females in lower/middle pay quartile	0%
Females in upper pay quartile	3%

### 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.

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.

Operatives within our subsector tend to work their way up through the ranks as their experience and knowledge grows; moving into site supervisor roles

Although our findings show the existence of a gender pay gap in our organisation; the analysis has also given us confidence that men and women in like-for-like roles are paid the same.

### 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.

