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# **GENDER PAY GAP REPORT**

APRIL 2023

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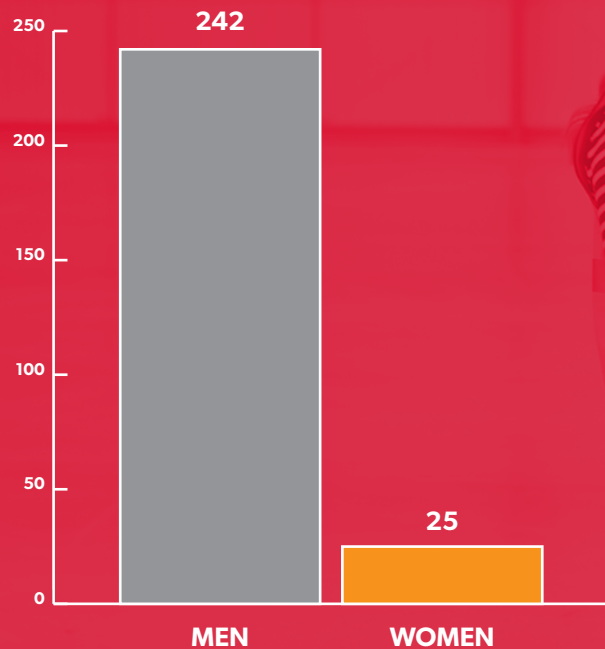




# WHAT IS THE GENDER PAY GAP

**Readie Construction** had 250+ employees as at 5<sup>th</sup> April 2022 and we welcome the requirement to report our figures externally this year.

At this snapshot date, the Readie team was made up of 242 men and 25 women; which is largely representative of the construction industry where there are a high proportion of men in skilled trade and site-related roles.



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# GENDER PAY vs EQUAL PAY

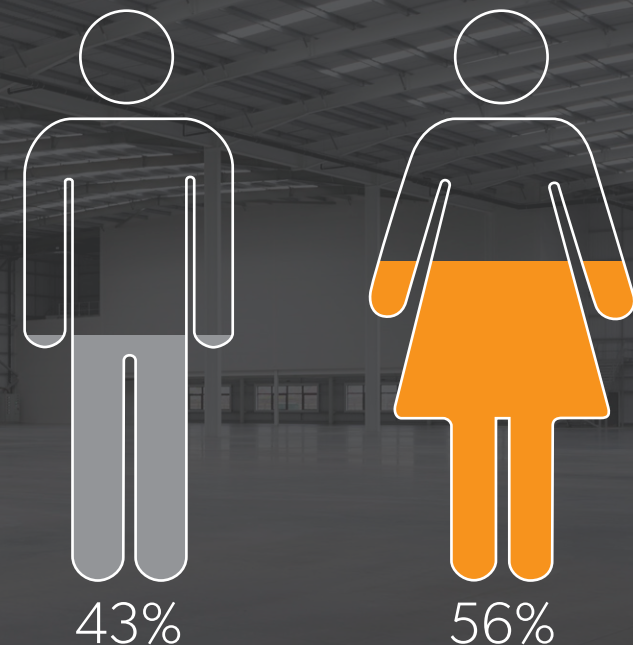
The gender pay gap shows the overall percentage difference in the gross hourly pay between men and women, regardless of their role or seniority. The following statistics make no differentiation between roles, for example, administration, operational, technical or commercial. Equal pay is ensuring that men and women are paid equally for performing the same or similar work.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries, varying solely due to factors such as experience, skills and qualifications.

Readie are committed to being an equal opportunities employer and ensure equal pay by carrying out regular pay and benefits reviews, and evaluating job roles and pay grades to ensure fairness.

	Mean	Median
<b>Our Gender Pay Gap</b>	24.9%	30.3%
<b>Our Gender Bonus Gap</b>	44.8%	53.4%

## The percentage of employees receiving a bonus:

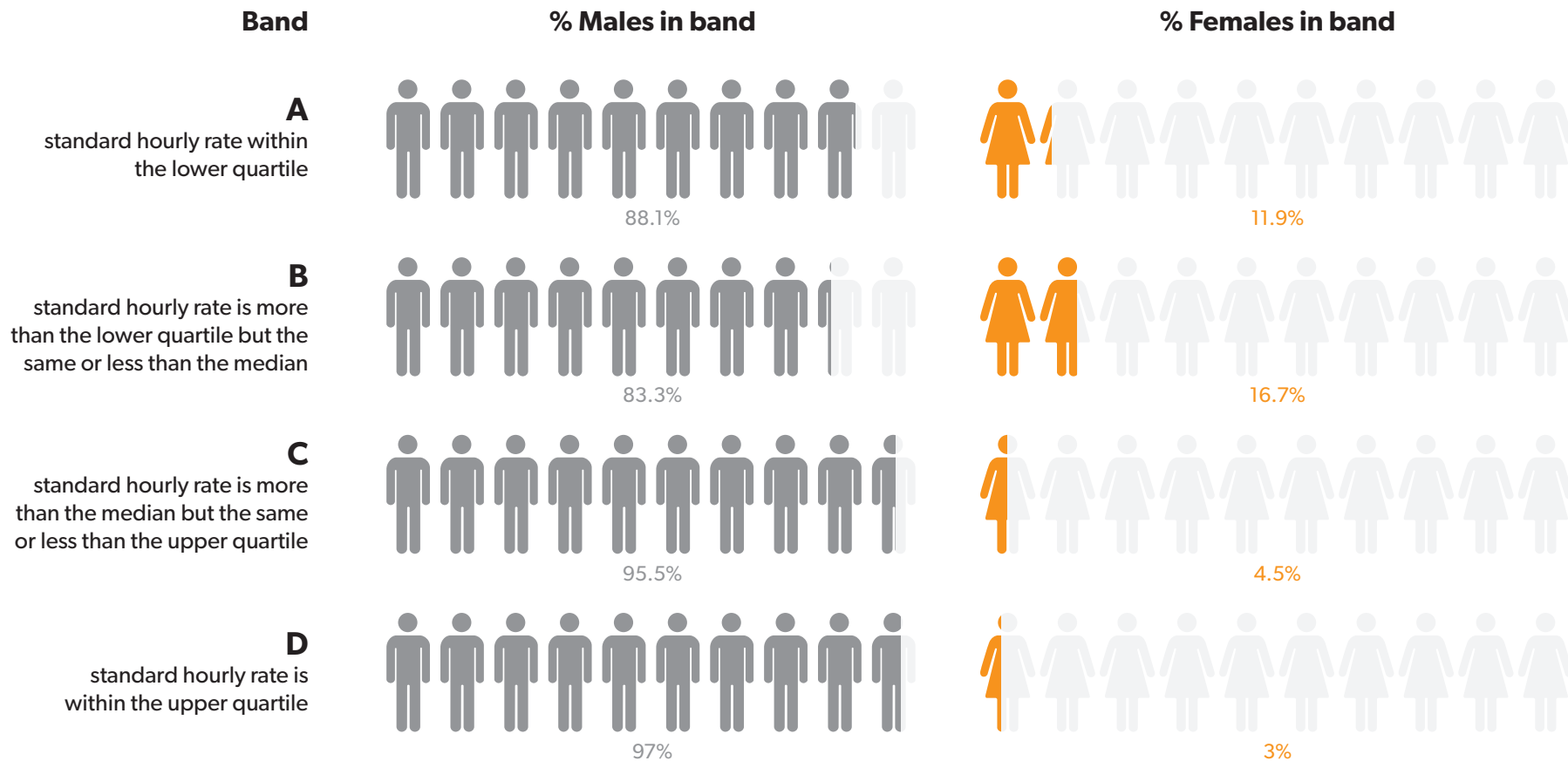


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# PAY QUARTILES BY GENDER

This table shows our workforce divided into four equal-sized groups based on hourly pay rate.

Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band.





# WHY DO WE HAVE A **GENDER PAY GAP?**

**It is clear that our gender pay gap is driven by the structure of our workforce.**

Our gender pay gap figure is mainly due to an under-representation of women as well as fewer women in senior positions, which is a common issue within the industry.

As at the snapshot date, women accounted for approximately 14% of the total workforce in the construction industry. Our figures are reflective of this statistic.

**We believe that diversity of thought and experience is essential to our success and we are proud to have an executive board that is 20% female.**

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# WHAT ARE WE DOING TO ADDRESS OUR **GENDER PAY GAP?**

**Readie care about addressing our gender pay gap.** We put our clients, colleagues and communities at the heart of everything we do, striving for fairness and inclusivity. One of our main core values. We continue to drive our involvement and commitment to the following initiatives which we believe will help us to reduce our gender pay gap:

- Working with schools in the local communities in which we build and have a presence, including careers fairs, support employment skills events and generating awareness of the fantastic opportunities available with Readie and the wider construction industry.
- Actively support Women into Construction to promote and encourage women in to the industry.
- Following fair and transparent recruitment processes to ensure that opportunities are available to everyone.
- Continue to create and promote training opportunities across all roles. At the snapshot date, we were supporting 26.6% of our workforce through training programmes to further develop skills and knowledge to encourage career development and progression. Something we continue to do today.
- Regular review of our benefits offerings and employee support, recently introducing a holiday trading scheme, increasing employer pension contributions, promoting family friendly policies and facilitating flexible and hybrid working where possible.

In isolation, none of these initiatives will remove the gender pay gap, and it may be several years before some have any impact at all. In the meantime, we remain committed to finding and participating in new initiatives that help us to attract more women to the construction industry and addressing our gender pay gap.

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# DECLARATION

I confirm that the data and supporting information reported is accurate and have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The measures stated truthfully reflect our commitment to implementing changes to positively address and reduce the gender pay gap.

## Signed:

**Jessica McCarthy**  
Finance Director

**Claire Trundle**  
Head of HR

## Date:

03/04/2023

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