

Gender Pay Reporting



From 6 April 2017 employers in Great Britain with more than 250 staff have been required by law to publish the following four types of figures annually on their own website and on a government website:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation’s pay structure.

Tony Gee has therefore published the data again this year as required for all permanent employees, this excludes contract staff and LLP members as these are not covered by the legislation. We have also carried out further analysis to ensure that pay for individuals at equivalent stages of career development is not influenced by gender.

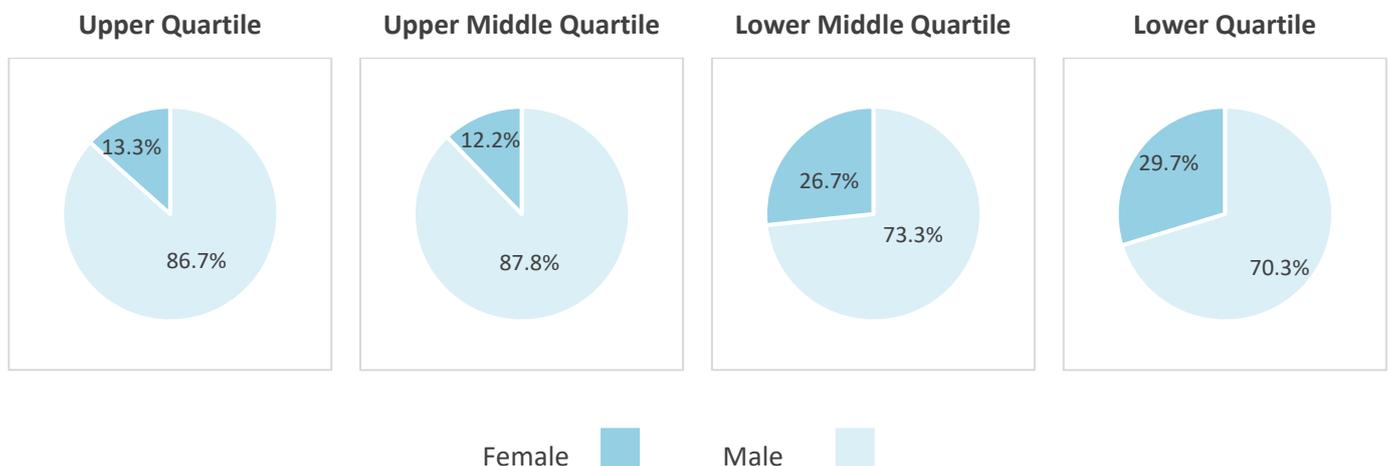
Tony Gee’s data for 2019

Difference between male and female pay

	Mean	Median
Normal hourly rate	15.5%	23.4%
Bonus payment	41.0%	35.1%

	Male	Female
Proportion of Males and Females receiving a bonus	91.3%	82.3%

Distribution of male and female in each quartile



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Background of gender pay gap

As with all companies within the construction sector, and the majority of companies within the UK in most sectors we do have a gender pay gap and it is important that we recognised this and continue to do so now and into the future until it is addressed.

I reported last year that the gender pay gap within Tony Gee was a result of the predominance of men, and therefore a lack of women, in senior positions within the business, this is still the case this year. Our reported mean pay gap has reduced in 2019 and this is as a result of us increasing our recruitment of women into the business at the start of their careers in recent years and they are now being promoted through the business thus bringing up the mean salary. The majority of our recruitment is still at the lower end of our pay scales with people starting their careers so this effect does take time to show through. Tony Gee is committed to improving gender diversity and this process starts with recruitment and is followed up by continued development of all staff through our company career structure and this will over time correct our gender pay gap.

While I am still personally disappointed that we have a gender pay gap of this scale I am encouraged by the changes in our recruitment is having and I look forward to us closing the pay gap in the future. I know that there is a possibility our pay gap in the form reported here could increase further due to the recruitment policy we have adopted but I am confident that the increased diversity this policy is achieving will bring long term benefits for Tony Gee and will ultimately close the gap in the long term.

Signed:

Chris Young
Executive Managing Director