

# 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 and we remain committed to paying the National Living Wage to all permanent staff.

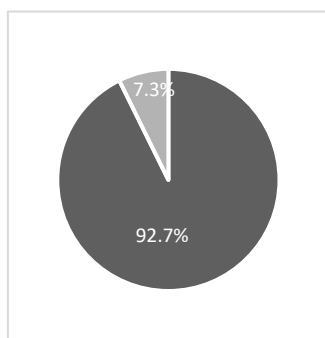
## Tony Gee’s data for 2023

### Difference between male and female pay

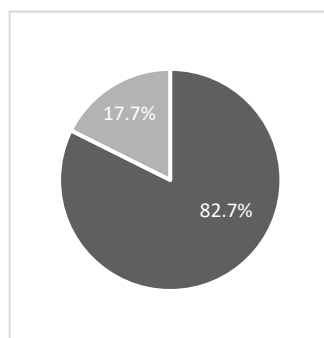
	Mean	Median
Normal hourly rate	24.5%	27.5%
Bonus payment	20%	23.7%

	Male	Female
Proportion of Males and Females receiving a bonus	87.9%	87.5%

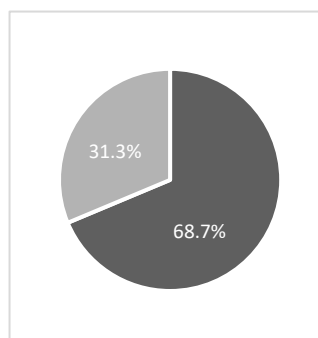
### Upper Quartile



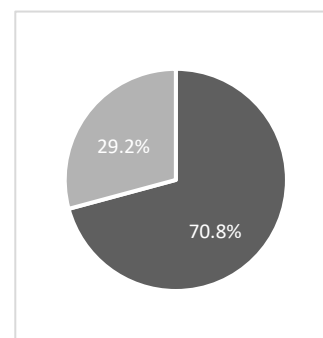
### Upper Middle Quartile



### Lower Middle Quartile



### Lower Quartile



Female  Male

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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.

We have reported previously that the gender pay gap within Tony Gee was a result of the predominance of men, and therefore a lack of women, in more senior positions within the business, this is still the case this year. Our figures in 2023 are broadly unchanged from the previous year, with the only figure showing any significant change is the proportion of women in the Upper Middle Quartile, up from 12% to 18%, this is hopefully an indicator of our continued recruitment of women at lower levels as their careers start and then subsequent promotions. 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.

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