



# GENDER PAY GAP

## 2023 REPORT





# Introduction

As Stonbury has over 250 employees, it is required by law that we publish our gender pay gap statistics. This will show the difference in average female earnings compared to average male earnings.

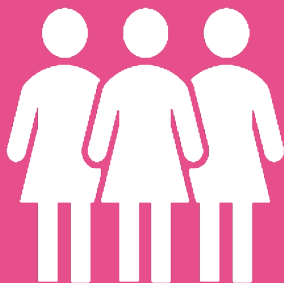


# Gender Pay Gap Report

Stonbury's snapshot data has been taken from 5<sup>th</sup> April 2022

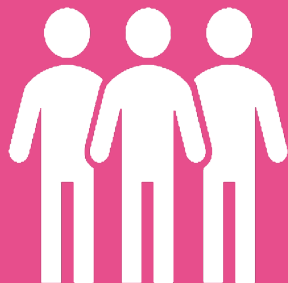
11%

of our staff are **female**



89%

of our staff are **male**



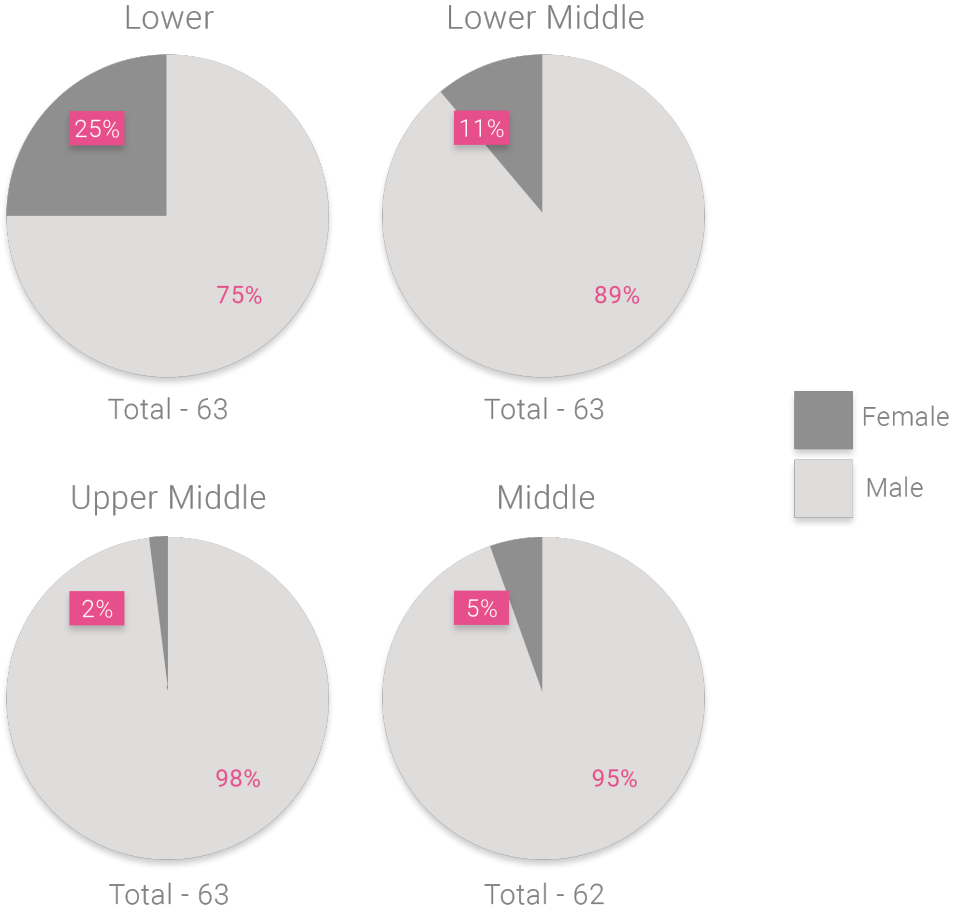
Based on headcount of 251 full-pay relevant employees

## Hourly Rates by Quartile

	Mean (Average)	Median (Middle)
Male	£24.25	22.34
Female	£18.44	£15.58
% Hourly Rate	24%	30%

For every **£1** a male employee earns, a female employee earns **76p** when comparing hourly average wages

# Hourly Pay Quartiles



## Hourly Rates by Quartile

### MEAN (AVERAGE)

	Lower	Lower Middle	Upper Middle	Upper
Male	15.12	20.01	24.23	35.58
Female	14.13	20.56	22.18	35.25
%	7%	-3%	8%	1%

### MEDIAN (MIDDLE)

	Lower	Lower Middle	Upper Middle	Upper
Male	15.69	19.85	23.77	33.85
Female	14.27	20.55	22.18	38.18
%	9%	-4%	7%	-13%





## Bonus Pay

Stonbury employees did not receive any bonus pay during the 12 months ending on our snapshot date.

# Written Statement

Our first gender pay gap report sets the benchmark for our future success story.

Establishing a diverse workforce and inclusive culture that attracts and retains great talent, irrespective of gender, is vital. We recognise the benefits and importance in having more diverse perspectives around the table and see good gender balance as a key enabler.

Nevertheless, we need to do more work to achieve better gender parity across the organisation and within specific job families as this is where imbalance in gender representation can lead to gender pay gaps.



# Actions

Continue to scrutinise recruitment data and identify opportunities to attract more women, especially in roles where there is a gender pay gap

Maintain provision of transparent promotion, pay and reward processes

Review maternity, paternity and parental leave policies and inform future fathers of their legal rights in relation to leave

Advertise and offer all jobs as having flexible working options

Support female staff by offering activities such as mentoring and coaching opportunities and creating female led networks



# Summary

Stonbury is committed to a long-term strategy to equalise gender pay. We are striving to build an inclusive workplace where our aim is to increase the representation of women and other under-represented groups .

Our three focus areas are recruitment, retention and progression. We have already been working hard to attract female talent, such as by collaborating with 'Women into Construction' on recruitment campaigns for delivery roles as well ensuring that the wording in adverts does not unintentionally discourage women from applying.

Fundamental to future female talent acquisition and retention strategies will be nurturing a sense of belonging by creating a robust set of professional growth opportunities as well as the provision of training opportunities.

