

Amalgamated Construction Ltd

Annual Gender Pay Gap Report at 5 April 2018

Amalgamated Construction Ltd (hereafter referred to as AMCO) provide a diverse range of specialist construction and multi-discipline engineering services. We create and maintain assets for both public and private sector customers in the specialist sectors of rail and engineering throughout the UK.

AMCO works collaboratively with its customers and has evolved through a combination of structured acquisition and organic growth into a 'contractor of choice'. Our business relationships are based on trust, mutual respect, best value, whole life costs and continuous improvement.

AMCO's experience includes working on live assets such as rail, power generation, electricity distribution, clean water, flood defence and waterways.

This is AMCO's second report and is for the snapshot date of 5 April 2018 with annual reporting thereafter. On the snapshot date AMCO employed 961 relevant individuals.

Gender Balance



Male 86.78% Female 13.22%

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Category	Percentage	% Last Year	% Change
Mean Gender Pay Gap	29.51%	27.81%	+6.11%
Median Gender Pay Gap	28.44%	24.03%	+18.35%
Mean Gender Bonus Gap	70.86%	82.05%	-13.63%
Median Gender Bonus Gap	75.00%	98.88%	-24.15%
Proportion of Male Employees Receiving a Bonus	4.02%	48.24%	
Proportion of Female Employees Receiving a Bonus	1.62%	6.98%	

The AMCO Mean and Median Gender Pay Gaps have worsened. This is primarily due to AMCO's continued growth and geographical expansion leading to an increase in senior management appointments. Unfortunately there were very few (or no) female applicants for these new senior roles resulting in an increase in Mean/Median pay for male employees whilst the Mean/Median pay for female employees reduced slightly.

AMCO undertook a review of payments falling within the definition of bonus which resulted in the changed (much lower) proportion of both male and female employees receiving a bonus.

Pay Quartiles by Gender

Band	Males	Females	Description
A	68.46%	31.54%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	92.08%	7.92%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	91.25%	8.75%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	95.42%	4.58%	Includes all employees whose standard hourly rate places them above the upper quartile

AMCO is committed to the principles of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

There is a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The percentage of males and females within each of the pay quartiles was broadly unchanged from last year.

How does AMCO's gender pay gap compare with that of other organisations?

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.10%, while in the general civil engineering sector it is 15.70%.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.90%, while in the general civil engineering sector it is 7.10%.

Comparisons with other organisations

	AMCO	2018 ONS ASHE whole sector	2018 ONS ASHE civil engineering sector
Mean gender pay gap	29.51%	17.10%	15.70%
Median gender pay gap	28.44%	17.90%	7.10%

There is currently very limited data available that is comparable to the activities AMCO undertakes. However, a number of similar organisations have submitted Gender Pay Gap reports typically identifying a mean gender pay gap between 23.10% and 35.00% and a median gender pay gap between 23.80% and 41.00%.

What is AMCO doing to address its gender pay gap?

AMCO is successful in attracting female applicants for roles in its support services. However, the proportion of women applying for operational, technical and senior management roles is relatively low.

It is the belief that the reason for this is that in general, Construction and Civil Engineering do not attract females into the industry.

AMCO is fully committed to promoting gender diversity in all areas of its workforce including the following:

- Promoting AMCO and the Civil Engineering and Construction Industry in general, as an attractive career prospect regardless of gender, at various educational establishments and job fairs.
- Encouraging young female students at the new AMCO Academy, established in close partnership with Barnsley College, to view the Civil Engineering and Construction Industry in general as an attractive career prospect and to sign up to the AMCO pre apprenticeship study programme.
- Encouraging females to apply for AMCO's apprenticeship schemes.
- Observing the full living wage for all employees.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all.

In the coming year, AMCO is also committed to:

- Encouraging females to apply for all vacant positions.
- Requiring recruitment agencies to actively seek suitable female applicants for all AMCO vacancies they deal with (with a target of a minimum of 1 in 5 applicants being female).
- Reviewing its policy on flexible working.
- Further developing school-partnering schemes with local secondary schools, to raise school age people's awareness of the different career opportunities available within Construction, and to help dispel any misconceptions and stereotypes.
- Developing new guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave, to be backed up by training for all line managers and senior managers.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, **Andries Liebenberg, Managing Director**, confirm that the information in this statement is accurate.


Signed

6/3/19
Date