
Gender Pay Gap Report 2023



CHAMPION
GROUNDWORKS LTD

GENDER PAY GAP REPORT 2022

The Gender Pay Gap Report

The Gender Pay Gap compares the average pay by gender within the company, regardless of their role, type or level. However, 'Gender Pay Gap' is not the same as 'Equal Pay'. Equal Pay relates to the pay of people who are carrying out similar jobs, or work of equal value.

Gender Pay Gap Information

The data below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The following statistics have been prepared based on data regarding Fred Champion Groundworks Ltd as at the snapshot date 5th April 2023.

Gender Pay Gap

These figures show the pay gap between male and female employees for the years 2022 and 2023.

	MEAN		MEDIAN	
	2022	2023	2022	2023
PAY GAP	14.06%	24.37%	-15.94%	24.46%
BONUS GAP	14.86%	-14.04%	-269.23%	-325%

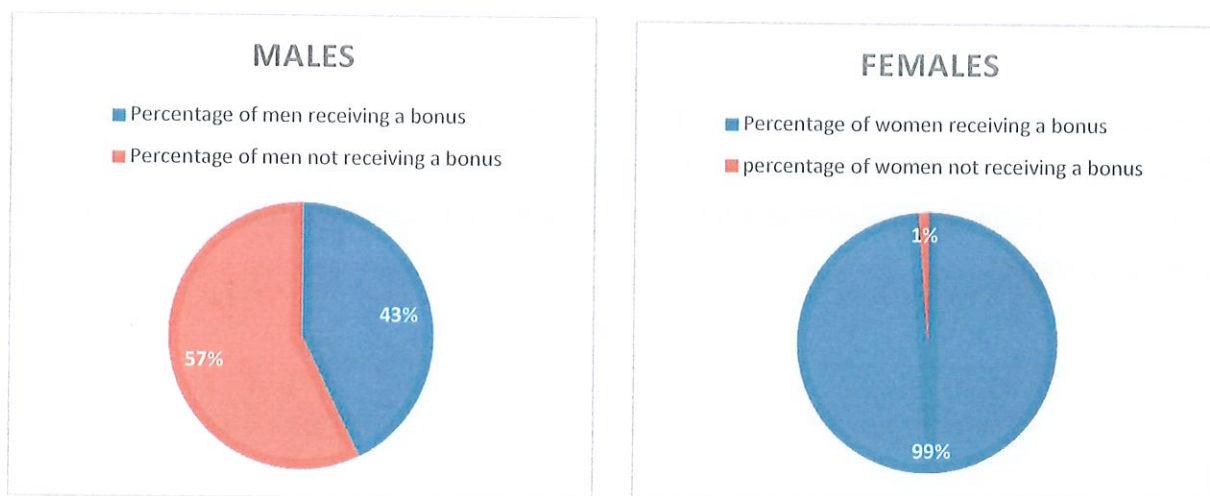
These statistics show that men are paid on average 24.37% more than women as a mean average and 24.46% more as a median average. In monetary terms, this means that men earn £1.24 for every £1 a woman earns as both a mean and median. The Mean and Median pay gaps have both increased since 2022.

The Bonus Gap statistics show that women receive 325% more Bonus payments on a Median Average and 14.04% more bonus than men on a mean average. In monetary terms this means that for every £1.00 bonus a man earns, a woman earns £1.14 (Mean)

and based on the median calculations, for every £1.00 of bonus a man earns a woman earns £3.25.

We are confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS



	2022	2023
% of Male Employees Receiving a Bonus	20%	42.64%
% of Female Employees Receiving a Bonus	78.5%	86.67%

The above graphs show that 43% of male employees received a bonus whereas 99% of women employees received a bonus. The number of male employees receiving a bonus has increased since 2022, also the number of female employees receiving a bonus has increased.

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

	MALES		FEMALES	
	2022	2023	2022	2023
LOWER QUARTILE	89.39%	91%	10.61%	9%
LOWER MIDDLE QUARTILE	98.5%	96.25%	1.5%	3.75%
UPPER MIDDLE QUARTILE	95.5%	98.75%	4.5%	1.25%
UPPER QUARTILE	98.5%	95%	1.5%	5%

The majority of female employees at Fred Champion Groundworks Ltd are employed in clerical positions and these are represented in the Lower Quartiles.

The Upper Quartile comprises of Technically skilled roles and Higher Management roles. These roles have historically been male dominated and a lack of female applicants for these types of roles has led to the statistics shown. However, the % of woman in the Upper quartile, has increased since 2022.

WHAT ARE WE DOING TO CLOSE THE GAP

We already have in place a robust recruitment strategy. Our Recruitment and Training department work very closely with local colleges and other organisations to promote a career in the Construction Industry to both men and women. We are continually recruiting, but to this date no females have applied for either an apprenticeship or an employment position in the construction areas of our organisation. It is recognised that this is not an issue with Fred Champion Groundworks Ltd alone, but that this is an industry wide issue.

We have already identified potential in our female employee's and we have supported them to move within the organisation to more senior positions, providing them with training leading to professional qualifications, a mentor system and full support along the way.

Fred Champion Groundworks Ltd is fully committed to reducing the Gender Pay Gap within the Company. We continue to challenge the traditional idea that Construction is a male-orientated field, and we will continue working with organisations and training providers in order to recruit high quality female employees across all sectors of our organisation.



Jamie Roberts
Managing Director
20th June 2022.

