

Annual Gender Pay Gap Report at 5 April 2019

Amalgamated Construction Ltd (hereafter referred to as AmcoGiffen) 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.

AmcoGiffen 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.

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

This is AmcoGiffen's third report and is for the snapshot date of 5 April 2019 with annual reporting thereafter. On the snapshot date AmcoGiffen employed 1043 relevant individuals.

Gender Balance



Male 88.21%

Female 11.79%

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	27.67%	29.51%	-6.24%
Median Gender Pay Gap	25.67%	28.44%	-9.74%
Mean Gender Bonus Gap	50.56%	70.86%	-28.65%
Median Gender Bonus Gap	-13.55%	75.00%	-118.07%
Proportion of Male Employees Receiving a Bonus	4.29%	4.02%	+6.72%
Proportion of Female Employees Receiving a Bonus	1.19%	1.62%	-26.54%

The AmcoGiffen Mean and Median Gender Pay Gaps have improved. This is primarily due to AmcoGiffen's increased efforts in attempting to attract female applicants for operational and senior roles.

Pay Quartiles by Gender

Band	Males	Females	Description
A	72.41%	27.59%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	94.25%	5.75%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	91.19%	8.81%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	95.00%	5.00%	Includes all employees whose standard hourly rate places them above the upper quartile

AmcoGiffen 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 females within the two lower pay quartiles reduced this year whilst the percentage of females with the two higher pay quartiles increased.

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

The mean gender pay gap for all jobs (according to the Provisional 2019 ONS figures) is 16.20%, while in the general civil engineering sector it is 10.60%.

The median gender pay gap for the all jobs (according to the Provisional 2019 ONS figures) is 17.30%, while in the general civil engineering sector it is 18.10%.

Comparisons with other organisations

	AmcoGiffen	2019 ONS All jobs	2019 ONS Civil Engineering
Mean gender pay gap	27.67%	16.20%	10.60%
Median gender pay gap	25.67%	17.30%	18.10%

A number of organisations similar to AmcoGiffen have submitted Gender Pay Gap reports typically identifying a mean gender pay gap between 23% and 41% and a median gender pay gap between 20% and 36%.

What is AmcoGiffen doing to address its gender pay gap?

AmcoGiffen has had better success 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 a sufficient number of females into the industry in order to fill the vacancies on offer.

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

- Promoting AmcoGiffen 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 AmcoGiffen 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 AmcoGiffen pre apprenticeship study programme.
- Encouraging females to apply for AmcoGiffen'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, AmcoGiffen is also committed to:

- Encouraging females to apply for all vacant positions.
- Challenging recruitment agencies to actively seek suitable female applicants for all AmcoGiffen 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: 

Date: 9 March 2020