

## **Employee Communication: Gender Pay Gap Reporting – 2021 Report**

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The process involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees data. We are required to publish the results on our own website and a government website. The results published are as at July 2020.

We use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting Tahira Chaudhry, People and Culture Manager.

The challenge in any organisation is to eliminate any gender pay gap, where a gap is identified. If it is necessary to tackle our gender pay gap, further details will become available by speaking to the Human Resources Team.

The engineering industry still continues to be perceived as a predominately male dominated sector. Therefore, by default, few women have a tendency to select this as a career choice compared to men. As an industry, not only are companies proactively encouraging females to choose this as a viable career option but the education system through the STEM initiative is encouraging students to specialise in related subjects i.e. science, technology, engineering and mathematics.

BGIS is a global leader in the provision of facility management, project delivery, energy & sustainability, asset management, workplace advisory, and real estate services. With a combined team of over 7,500 globally, BGIS relentlessly focuses on delivering innovative service solutions that create value for its clients. In addition to managing a diverse portfolio of corporate offices, retail, colleges, hospitals and industrial assets, BGIS is a world leader in the management of data centres and other critical environments.

We work strategically within their Gender and Diversity Committee to further enhance the roles and responsibilities of females within the business and hence reduce the gender pay gap further. The Gender and Diversity Committee is committed to supporting us to achieve a gender balanced and inclusive workforce. The program initiatives focus on the following:

- Unconscious Bias Education
- Talent Pool of High Potential Female Talent
- Women in BGIS

2020 has been a difficult year not only for us, but for all businesses within the UK due to the Covid-19 pandemic. As a direct result, annual salary reviews and bonuses in 2020 were put on hold mainly for the Central Team.

The gender pay gap data published this year consist of statistics for 388 men and 55 women. The majority of female employees are employed in sedentary/administrative roles, by contrast the majority of our male employees are employed in engineering roles. As a consequence the average annual salary for men at £43,629 and women at £35,947. These salaries reflect an increase for both genders during the past four years.

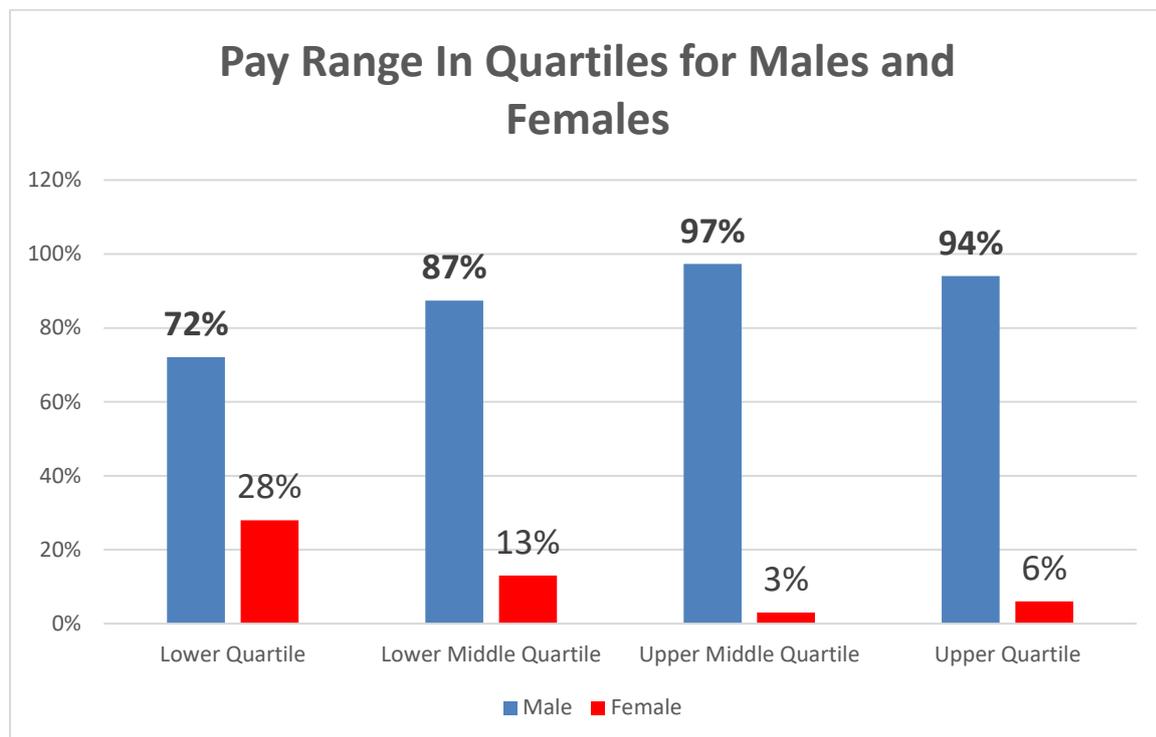
## Pay and Bonus Gap – The difference between men and women

	Mean	Median
Hourly fixed pay	17%	21%
Bonus paid	2%	40%

There are specific roles within our company that attract a discretionary bonus element. These roles are such that the position requires individuals to achieve outcomes linked to operational and strategic targets i.e. securing new business, retaining contract renewals and senior management positions. Furthermore, some contracts attract a client paid bonus. The above figures show our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (July 2020).

It also captures the mean and median difference between bonuses paid to men and women. The proportion of colleagues awarded a bonus for 2020 were 23% male and 27% females.

## Pay Quartiles – The difference between men and women



It is nationally recognised that there is a severe skills shortage of national building maintenance services incorporating mechanical, electrical, building and specialist fabric and public health maintenance services within the UK. Consequently our salaries reflect a fiercely competitive rate for experience and expertise. For several years we have continued to offer an Apprentice programme to encourage growth and succession planning within the industry. We are especially keen to encourage women apprentices and clearly state on our website that we would be delighted to arrange work experience to give an insight into what an engineering apprenticeship involves. We currently employ a female Engineering Apprentice and a qualified Engineer.

You can learn more about Gender Pay Reporting by visiting [www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay) or by contacting Tahira Chaudhry, People and Culture Manager.

I confirm the data reported is accurate as at the date of publication.

**Amanda Sadler**  
People and Culture Director