

Kingstown Works Limited
Gender pay reporting - for year to 31 March 2017

Hourly rates - Women's hourly rates compared to men's	16.7%	22.0%
	Lower	Lower
	(mean)	(median)

Pay Quartiles - How many men and women are in each quarter of our payroll		
Top quartile	92.8%	7.2%
	Men	Women
Upper middle quartile	92.0%	8.0%
	Men	Women
Lower middle quartile	85.7%	14.3%
	Men	Women
Lower quartile	61.8%	38.2%
	Men	Women

Bonus pay - Women's bonus pay compared to men's	7.7%	149.2%
	Higher	Higher
	(mean)	(median)

Bonus pay - proportions of gender that received bonus pay	69.8%	89.3%
	Men	Women

KWL operates in the construction sector and as such, the business has an inherent challenge in trying to attract female employees.

In particular, the majority of our employees are qualified trades people, with NVQ III trades staff such as Joiners, Electricians, Plumbers, etc. These roles are not of the type that women have historically been drawn towards when making career choices.

Whilst we are proud to have some female operational staff, the majority of our female employees undertake back office support roles. Overall, female staff account for 17% of our total workforce.

The mean gender pay gap at 16.7% is in line with the 16.3% reported by the ONS as being applicable to the construction industry.

Women's bonus pay is on average higher than men's, as our female employees generally benefit from a performance related pay element whereas a higher proportion of men are employed in roles that do not attract performance related elements. This is particularly the case for trade apprentices, currently all male, and not eligible for performance related rewards during their training.

As a company, we promote equal opportunities in all of our recruitment activity. We also work with local schools and provide work placements for under 16s, complemented by an annual apprenticeship recruitment campaign.

Despite our efforts, the challenge to recruit women into our industry remains high – for our 2017 apprentice recruitment day, only 6% of the potential apprentices that attended the event were female. Therefore, working in conjunction with training providers and the local media, a recruitment campaign targeted at attracting potential female apprentices will be rolled out in 2018/19.

We are keen to develop and promote our people, but we recognise that those promoted to management posts originate from what is a predominately male workforce. Therefore, in those incidences where an internal appointment would not improve female representation, the business will also market the opportunity externally.