



**NG Bailey**

NG Bailey Group

# **Gender Pay Report 2019**

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# Welcome

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NG Bailey is a business founded on its values of Passion, Integrity and Excellence, which coupled with our strategy to embed fairness, inclusion and respect (FIR) in all that we do, drives our culture and reaffirms our promise to our people, customers and communities.

Our gender pay report reflects a business with a predominantly male workforce. Our challenge remains that the industries in which we operate suffer from a long-standing and significant underrepresentation of women and minority groups.

This year, it's fair to say that the results of this report are mixed. In some areas we have closed the overall pay and bonus gap, yet in others the gap has widened. Reassuringly, when we look at the quartile reports (page 5) we see that female representation in the upper quartile has grown in all businesses between 0.7% and 6.5%. This means that we have more females in higher earning brackets than ever before.

At NG Bailey we recognise that gender pay and equal pay are often confused, it must be reinforced that the gender pay gap is not the same as equal pay. I am confident that as a business we pay equally across all areas irrespective of gender.

Across our business we have introduced many initiatives that encourage people from these underrepresented groups to build careers at NG Bailey. As part of these initiatives we also have a responsibility to promote the range of roles and careers available to these groups in the industries in which we operate, namely construction, building and infrastructure services and manufacturing.

Throughout 2019, we continued to invest in our Inspire programme, delivering workshops to over 1,100 students across the country.

The aim of this programme is to encourage young people to study Science, Technology, Engineering and Maths (STEM) subjects with the objective of attracting a wider range of people to our industry, with a focus on encouraging women into careers in engineering.

Our award-winning apprenticeship programme also actively seeks to encourage applications from women, and I'm pleased that more than 5% of our current apprentices are female.

We've also continued to raise awareness of FIR with our employees and regularly feature news from across the Group to promote the work and celebrate successes in these areas. In addition, we have invested heavily in FIR and this has resulted in securing the Investors in People Bronze accreditation, a great achievement for our business.

Going forward, we will publish our detailed strategy on gender pay in our annual 'One Approach' Responsibility Report. This publication tracks the progress against our long-term responsibility and sustainability strategy, so it's fitting that an important part of our culture, like gender pay, is included. We will continue to produce this report in line with our statutory obligation, however we feel that it is important to capture and measure the Group-wide initiatives we invest in to attract women and minority groups to our business and the wider industry, therefore our actions will be recorded and analysed going forward.

Whilst we recognise that closing the gender pay gap will take some time, I am committed to the principles of FIR and the benefits these will bring to our business, people and wider industry.



**DAVID HURCOMB**  
Chief Executive

# Background

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From 2017 onwards, all UK organisations employing 250 people or more must publish a report detailing its gender pay gap. This report must include six different measures:

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- 1 the mean or average gender pay gap**
  - 2 the median or midpoint gender pay gap**
  - 3 the mean or average gender bonus gap**
  - 4 the median or midpoint gender bonus gap**
  - 5 the proportion of men and women who received bonuses**
  - 6 the number of men and women according to quartile pay bands**
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# Definitions

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The gender pay gap is defined as the difference between the average (mean) earnings of men and women over a standard time period, regardless of their job, role or seniority. Due to the way it is structured the NG Bailey Group has a number of companies which fall in to the definition of employers for gender pay reporting and as such, this report covers four businesses:

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-  **NG Bailey Ltd (Engineering Division)**
  -  **NG Bailey Facilities Services Ltd**
  -  **NG Bailey IT Services Ltd**
  -  **The Freedom Group of Companies Ltd**
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In keeping with gender pay reporting requirements, this report is based on our businesses which are trading as a limited company. Therefore our Services division (comprising of IT Services, Facilities Services and Freedom) is covered by the reporting of the three companies separately. We are not required to publish a figure for the Group overall however we believe this is important and so the data for NG Bailey overall can also be found in this report. The data within this report is from April 2019.

# Gender Pay v Equal Pay 2019



**Gender Pay** is the difference in average earnings between men and women over a standard time period.



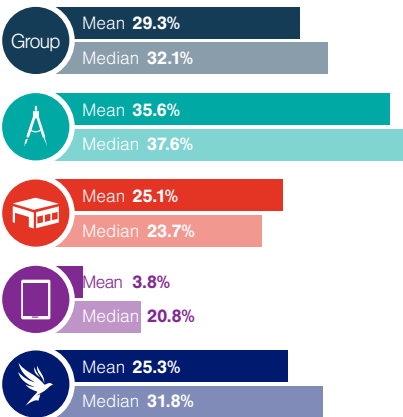
**Equal Pay** is about ensuring men and women are paid the same for doing the same job.

*We are confident that we pay people the same for doing the same job.*

## Gender pay report

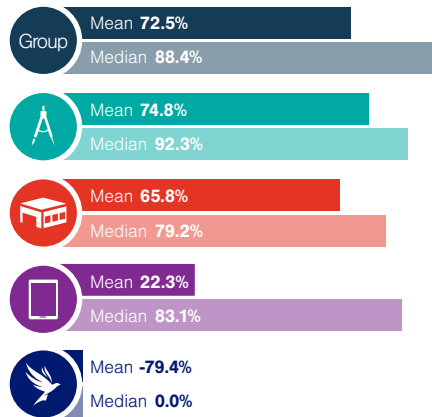
### Gender pay gap

The mean and median difference in pay between male and female employees.



### Bonus gender pay gap

The mean and median difference in bonus pay between male and female employees.

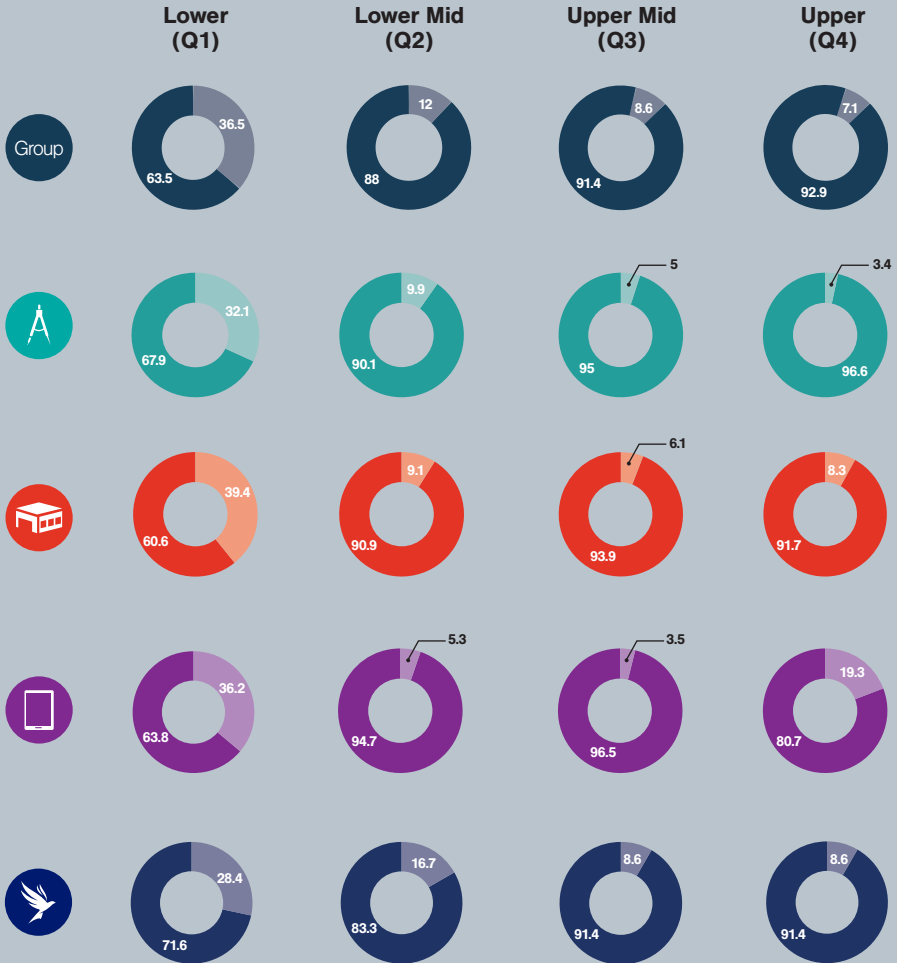


### The proportion of males and females receiving a bonus payment (%)



# Quartile reports

The proportion of males and females in each quartile band (%)



PASSION | INTEGRITY | EXCELLENCE

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