**Gender Pay Gap Policy**

1. BACKGROUND

The gender pay gap in the UK is an equality measure that shows the difference in average earnings between women and men. It is a percentage difference between men and women’s median hourly earnings across all jobs in the UK. The gender pay gap does not show differences in pay for comparable jobs. The UK gender pay gap is currently at its lowest level ever – just over 18%. Unequal pay for men and women has been illegal for 45 years.

1. WHAT WE MEAN BY THE GENDER PAY GAP
2. The causes of the gender pay gap are complex and overlapping. A higher proportion of women choose occupations that offer less financial reward for example, in administration. Many high-paying sectors are disproportionately made up of male workers. For example. Information and communications technology.
3. A much higher proportion of women work part-time, and part-time workers earn less than their full-time counterparts on average.
4. Women are also less likely to progress up the career ladder into high-paying senior roles.
5. THE POLICY CONCEPT

Eradicating the Gender Pay Gap is a strategic priority for SKW Construction. The latest data within the UK show that our median and mean gender pay gaps have decreased significantly sin the mandatory reporting of the gender pay gap began in 2017. Our mean pay gap currently stands at 4.7% and our median is 11.9%. Our 2026 Strategy aims to see the median gender pay gap reduced below 5% by 2026 as a staging target towards elimination.

As part of our commitment, we continuously support the women within the organisation. We are now implementing an action plan to embed gender equality actions into our policies, practices, and culture. This includes overt actions such as supporting women leadership programmes, as well as addressing hidden inequalities.

1. IMPLEMENTATION

Every annum we assess employees’ salaries to ensure that they are applicable to everyone’s position and/or occupation. During our vetting processes we ensure that the living wage is applied amongst subcontractors which ensures that every individual is being paid fairly for their post.

1. REPORTING ON THE GENDER PAY GAP

Our actions are born from what team members have told us is important to them. Through methods such as Employee Opinion Surveys, our Cultural Assessment, and even day to day conversations between team members, we have captured real insight and can clearly see that the Gender Pay Gap continues to be an incredibly relevant and important subject.

Because we are an organisation of less that 250 employees there is no legal obligation for us to report these figures however, we feel that as in the recent economic climate, we have an obligation to ourselves to ensure that this issue is addressed internally.

Signed: 

Date: 06/07/2022

Date to be reviewed: 06/07/2023