

Nicholls & Clarke Limited

Gender Pay Gap Reporting

Our commitment to equality

At Nicholls & Clarke Limited we take pride in having a workplace which aims to ensure our people are respected and valued, whoever they are, and rewarded fairly based on their skills, ability and the requirements of their role.

We operate in the construction sector which employs many more men than women. As a consequence some of the benefits of a diverse work force have not been fully realised. We are determined as a company to continue to encourage women to develop their careers here at Nicholls & Clarke Limited and to move into more senior roles. We are working hard to improve the gender balance. However, the balance can be impacted when one of our senior staff leaves. Notwithstanding this we are committed to improve the gender balance across the Nicholls & Clarke Group of Companies and have seen a reduction to the gap since last year.

Identifying a gap

National statistics show that generally men are paid more than women. Companies with more than 250 employees have been asked by the Government to publish the pay difference experienced by men and women (it's referred to as the 'pay gap'). How that pay gap is calculated is set out by the Government who wanted every private business to measure pay on 5 April each year. This started in 2017 and this is the fifth year of reporting (due to the suspension of the 2019/20 reporting year as a result of COVID-19). The statistics below reflect our pay gap at 5 April 2021 and 2022.

The Gender Pay Gap

Our average pay gap for 2022 is 11.34%. This has decreased from 14.08% in 2021 and reflects the increase in females in management positions within the Group.

Mean and median pay and bonus gap

YEAR	MEAN		MEDIAN	
	2021	2022	2021	2022
Gender Pay Gap	14.08%	11.34%	10.02%	5.61%
Gender Bonus Gap	78.44%	70.50%	49.79%	39.67%

The gender bonus gap has also decreased this year as a result of the increase in female management along with commission earning roles.

The proportion of men and women receiving a bonus in the twelve months before 5 April 2022:

Proportion of employees receiving a bonus			
MALE		FEMALE	
2021	2022	2021	2022
22.35%	24.66%	22.08%	26.92%

As mentioned, the bonus payments we make include commission for sales and are intended to reward past performance and incentivise our people for the future. No bonus payment will be made to an employee who is serving notice at the time of payment. The proportion of male and females to receive a bonus this year has increased with a larger proportion of women receiving a bonus, but the amounts received will always differ depending on performance achieved.

Proportion of employees in each quartile pay band

PAY QUARTILE	MALE		FEMALE	
	2021	2022	2021	2022
Upper	86.25%	85.26%	13.75%	14.74%
Upper Middle	85.00%	82.11%	15.00%	17.89%
Lower Middle	82.50%	83.16%	17.50%	16.84%
Lower	74.07%	74.74%	25.93%	25.26%

There has been little movement in the upper and lower quartiles since last year, however, the upper middle quartile has seen an increase of nearly 3% of females in this category. The proportion of men employed within our Group is still significantly higher than the number of women due to the industry in which we operate and it's important to recognise that these results don't mean we pay employees differently for doing the same job. It is our continued aim to develop all of our staff.

We do have several women in middle management roles and they make a significant contribution to the success of our company. Whilst our requirement is to recruit the best available talent for the Group, we will aim to bring women into more senior roles in the future, where possible. This has been evidenced in 2022, as can be seen from the movements in the table above.

We aim to continue achieving this and reducing the gap by encouraging more flexible working practices and supporting families with small children. This was improved further after the increase in remote and flexible working during the pandemic. We are training to ensure that we have a sufficient pipeline of female staff ready to move into our senior management team when positions come available and we are looking at a range of initiatives to help us meet and address diversity imbalances as part of our inclusion strategy.

In accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, I confirm that the information contained within this statement is accurate.



Mrs M L Smith

Finance Director

31 March 2023