

Kingstown Works Limited
Gender pay reporting - for year to 31 March 2018

Hourly rates - Women's hourly rates compared to men's	17.5%	21.9%
	Lower	Lower
	(mean)	(median)

Pay Quartiles - How many men and women are in each quarter of our payroll		
Top quartile	91.3%	8.7%
	Men	Women
Upper middle quartile	92.2%	7.8%
	Men	Women
Lower middle quartile	85.4%	14.6%
	Men	Women
Lower quartile	63.5%	36.5%
	Men	Women

Bonus pay - Women's bonus pay compared to men's	38.0%	19.8%
	Lower	Lower
	(mean)	(median)

Bonus pay - proportions of gender that received bonus pay	78.1%	88.6%
	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.

Last year for KWL, women's bonus pay was on average higher than men's as female employees normally benefit from the performance related pay element whereas a proportion of men are employed in non-bonusable roles. This year however, there has been an increase in the level of bonuses earned by those employees working in productivity schemes (i.e. they have increased in productivity), plus more roles now fall within productivity schemes as we focus upon achieving higher levels of efficiency as a company. For 2018 therefore, women's mean bonus pay was 20% lower than men's.

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 – At the recruitment open day held in 2018, only one of the 71 potential apprentices were female – we have since appointed a total of 2 female apprentices out of an intake for the year of 15.

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.