



Lorne Stewart Group Gender Pay Gap Report

The regulations requires any organisations with 250 or more employees on 5th April 2017 to publish and report specific details of their gender pay and bonus gap.

The gender pay is the difference in the average pay and bonuses of all men and women across an organisation. We are confident that we have equal pay for work of equal value, however we do have a gender pay gap when we compare the overall average pay and bonuses for women and men.



Mean and median pay and bonus gap		
	MEAN	MEDIAN
Gender Pay Gap	45.6%	37.5%
Gender Bonus Gap	75%	46%

The gap is due to the unequal distribution of men and women across the company and the industry itself, not because of our pay and policies.

Men have traditionally dominated the construction and engineering sector as fewer women choose this area when selecting a career. This can be seen in our organisation where 83% are male and 17% are female. It is our experience that men or women are over-represented in specific roles. For example, administration and cleaning roles, which tend to be lower paid, are traditionally dominated by women whilst engineering is higher paid and tends to be dominated by men.

Proportion of employees in each pay quartile band		
PAY QUARTILE	MALE	FEMALE
Upper	99.0%	1.0%
Upper Middle	94.0%	6.0%
Lower Middle	87.0%	13.0%
Lower	51%	49%

However, as lower end of the quartile tends to be less technical the proportion of employees are very similar. Our bonus payments as you can see are gender neutral.

Proportion of employees receiving a bonus	
MALE 16.7%	FEMALE 16.8%
	



Future

Some of our employees in order to determine pay are governed by National Agreements. Those not covered under these agreements we ensure that when revising and pay and rewards to we take the following factors into consideration; the performance of the company, economic climate and the external market within our industry. For future pay and awards review we will ensure that the gender pay gap is taken into consideration.

We look to encourage better gender balance throughout the organisation through our HR processes and apprentices recruitment where we could reach out to schools and specifically target the female audience.