



Lorne Stewart Group Gender Pay Gap Report

The regulations require any organisations with 250 or more employees on 5th April 2018 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	43.83%	40.13%
Gender Bonus Gap	71%	46%

The gap is due to the unequal distribution of men and women across the company and the industry itself. Men continue to dominate the construction and engineering sector as fewer women choose this area when selecting a career. 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.

The biggest contributing factor to our gender pay gap is that men hold more of the senior positions than the women. Due to this the higher paid colleagues are male and therefore make up a much bigger proportion of the management positions.

Proportion of employees in each pay quartile band		
PAY QUARTILE	MALE	FEMALE
Upper	98.0%	2.0%
Upper Middle	94.0%	6.0%
Lower Middle	85.0%	15.0%
Lower	53%	47%

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

Proportion of employees receiving a bonus	
MALE 15.23%	FEMALE 16.0%
	



Many of our employees are governed by National Agreements which dictate the pay and rewards. Employees who are not governed by these agreements are paid and rewarded by taking the following factors into consideration; the performance of the company, economic climate and the external market within our industry. Pay and rewards continue to be reviewed, taking the gender pay gap into consideration.

We continue to encourage better gender balance throughout the organisation through our people processes. We look to address the gap by investing in future apprentice programmes to promote the industry in order to reach the female audience while at school and college. The company are reviewing its recruitment strategy in order to attract women in senior positions along with reviewing our Personal Development plans. This is with a view to support females that already work with us and enable them to move onto senior and leadership roles.