

Jelson Limited Gender Pay Report 2023

In line with the Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we continue to report our gender pay gap data. Jelson Ltd believes in being an inclusive and diverse organisation where anyone can reach their full potential.

The construction industry has traditionally been made up of a majority male workforce, and our business is no different. We recognise that we will not be able to change the underrepresentation of females in our business overnight, however there are increasing UK wide external initiatives that are promoting females in construction, and businesses are seeing more females entering the industry.

The prime activity of Jelson Limited is house-building and around 224 (63%) of the 356 employees included in this report are directly engaged in that activity as construction operatives. The remainder are our administrative staff and managerial levels.

Most construction operatives are not paid by the hour but receive a fixed price payment for the value of the work they do. Some can earn the equivalent of £40 per hour, this affects the calculation of the average hourly rates for males and makes a negative impact on the data.

Many of our female employees have taken up flexible working, specifically part-time hours, and most females are working within administrative positions. Gender is not a barrier to progression in Jelson, and the company is considering ways in which it can attract more females into management and senior roles, such as implementing new recruitment strategies, continually reviewing salary and role equal worth, and publicising all promotional opportunities.

Bonus payments tend to reflect the level of responsibility of the employee, and with a greater number of males in more responsible positions, the differences reported are to be expected.

In the year ahead, the business will focus on ensuring we deliver on our recruitment strategy, continue to review salary and role equal worth and transparency with career planning opportunities.

What is the gender pay gap?

The gender pay gap is the difference in the average pay and bonuses between males and females across the business.

The gender pay gap is not about equal pay. Equal pay is ensuring that males and females doing work of equal value are paid equally. We recognise the importance of equal pay for equal work and regularly analyse our pay review process.

The mean pay gap is the difference in the average hourly pay for females compared to males. The median pay gap represents the difference in hourly pay between the middle point of the female population of our business and the middle point of the male population of our business. A positive percentage indicates the extent to which females earn on average, less per hour, and a negative percentage indicates how much females earn on average more per hour than men. The calculation includes all elements of pay as defined in the regulations.

The same figures are recorded for bonus pay, the gender bonus gap and for the proportion of male and female employees receiving a bonus.

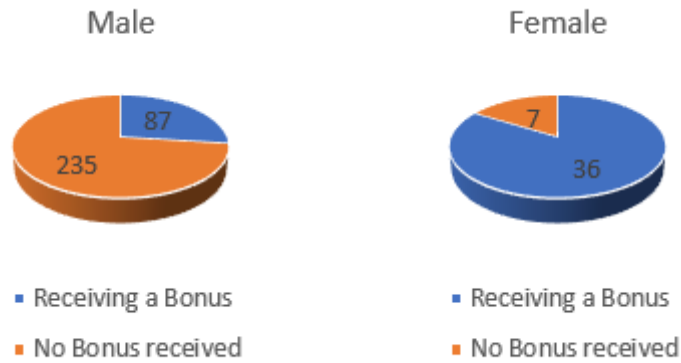
Our Gender Pay Figures

The following figures relate to a snapshot date of 5th April 2022 as well as bonus pay 12 months prior to that date.

Gender Pay & Bonus Gap

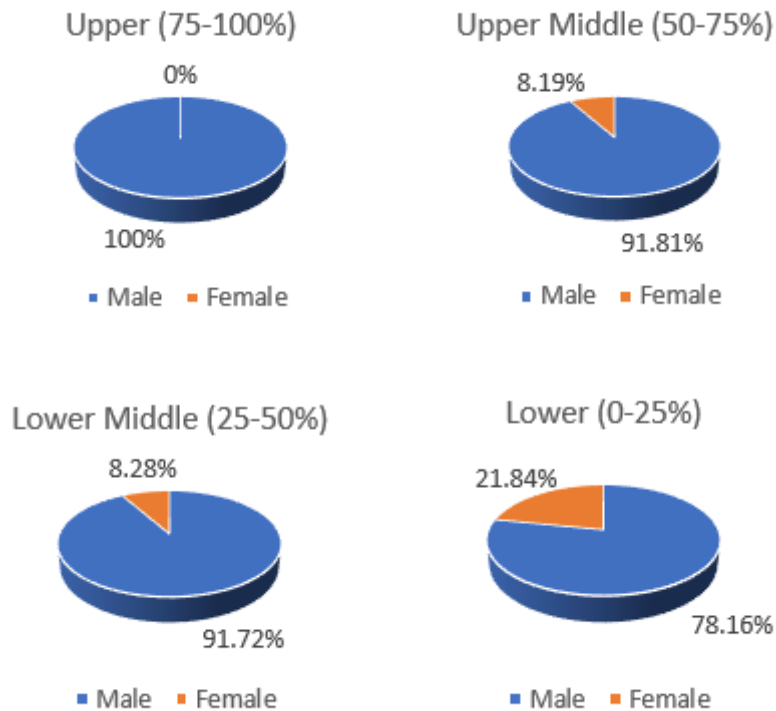
2022 / 2023			2021 /2022		
Difference between Male and Female	Mean	Median	Difference between Male and Female	Mean	Median
Gender Pay Gap	35.4%	41.65%	Gender Pay Gap	30.00%	31.00%
Gender Bonus Gap	26.1%	54.52%	Gender Bonus Gap	31.30%	16.70%

Proportion of employees receiving a bonus



Pay Quartiles

Proportion of males and females in each pay quartile.



Declaration:

I confirm that the information and data provided in this report is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jane Ives
Human Resources Director