

PICK EVERARD

Gender Pay Gap Report 2019



Last year's first Gender Pay Gap Report highlighted an important issue in our sector. Bringing a focus to the disparity in pay between males and females was a positive move that forced the industry to look inward and ask; how can we make a change for the better?

Whilst we're proud of the progress we've made over the last 12 months, we recognise that there is still some way to go. So, we've been working hard on bridging the skills gap, creating inclusive working environments and laying crucial foundations to build upon our long-term strategy to inspire, attract and nurture a balanced and diverse workforce.

At Pick Everard, we aspire to be a positive force within the property and construction sector. We remain committed to doing as much as we can to be a firm in which anyone can achieve and succeed in our industry.



A handwritten signature in dark ink, appearing to read 'D Green'.

Duncan Green, Managing Partner

What is the Gender Pay Gap?

The gender pay gap is the percentage difference between average hourly earnings for men and women within a business.

This is a direct comparison and doesn't take into account job roles, experience or seniority of the individuals. A gender pay gap report is a government requirement for businesses with over 250 employees.

How is this different to Equal Pay?

The pay gap isn't the same as equal pay.

Equal pay - that men and women doing the same job should be paid the same - has been a legal requirement for almost half a century.

At Pick Everard, we are confident that all our employees are paid equally for equivalent jobs and that reward is based purely on skills and experience.

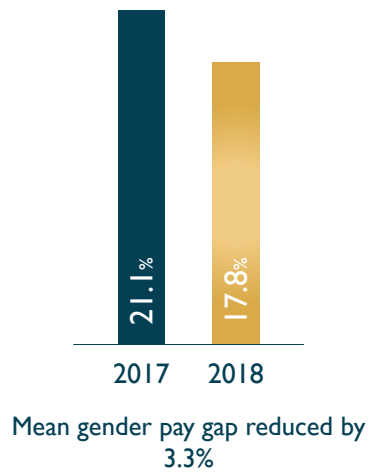


This document includes a number of external video and audio links. When you click the PLAY icon the video will load in a new tab.

2017 vs 2018 gender pay report statistics - Percentage Difference

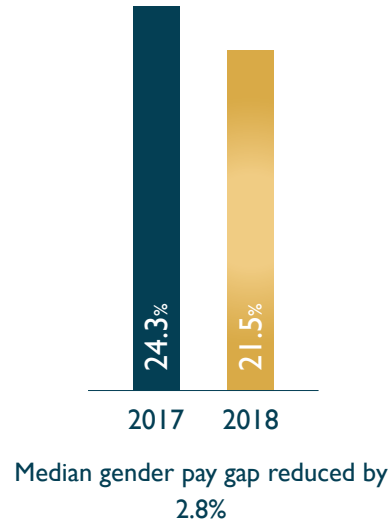
Mean gender pay gap

The Mean Gender Pay Gap is calculated by comparing the difference between the average of men's and women's pay and expressing the difference as a percentage.



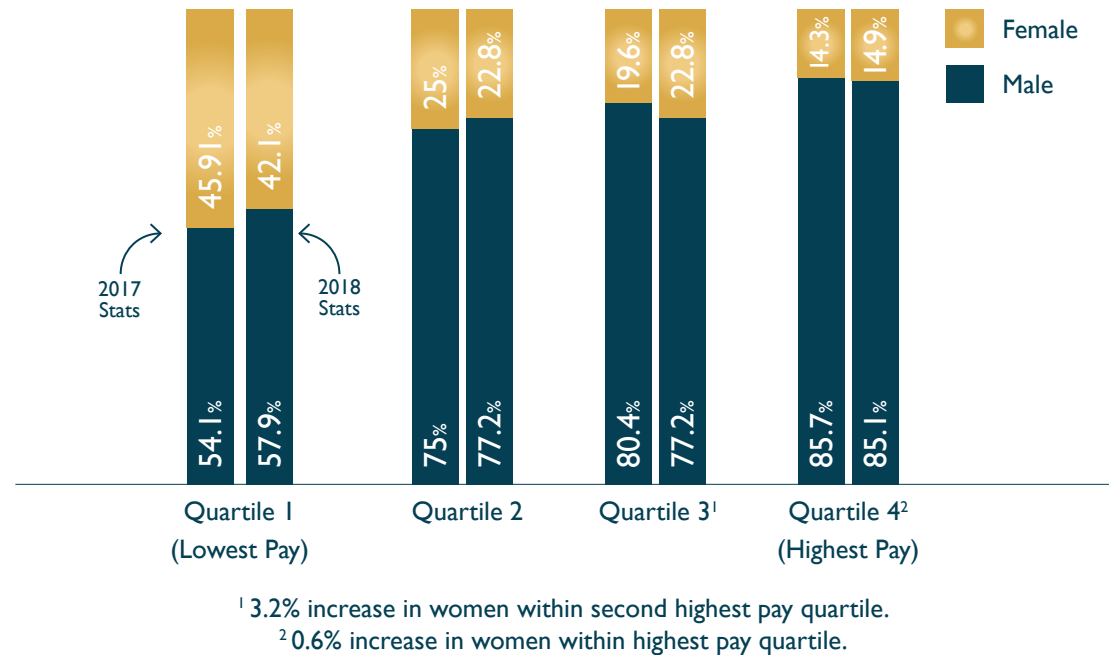
Median gender pay gap

The Median Gender Pay Gap is calculated by taking the middle figures when you place male and female salaries in order and expressing the difference as a percentage.



Pay Quartiles 2017 vs 2018

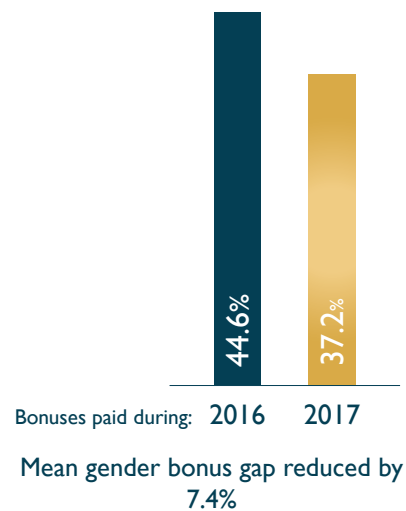
We are required to break down the statistics into four equal pay quartiles. That means listing and sorting the rates of pay for all employees and splitting into four sections, showing the percentage of men and women in each quartile.



Bonus Reporting

The difference between bonus payments made to males and females in the 12 months preceding 5 April 2018.

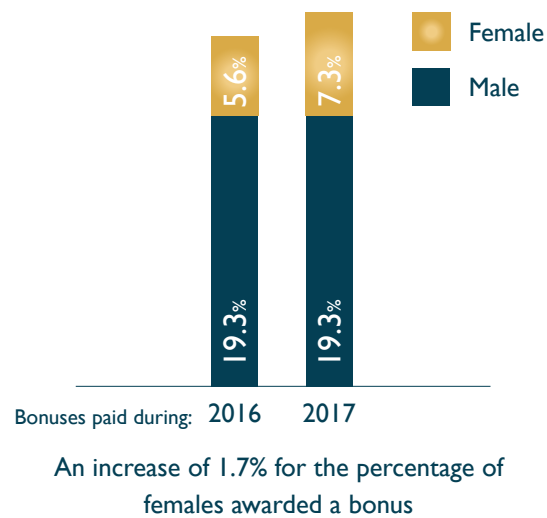
Mean gender bonus gap



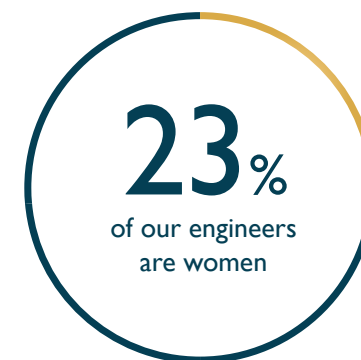
Median gender bonus gap



Proportion of employees awarded a bonus for 2017:

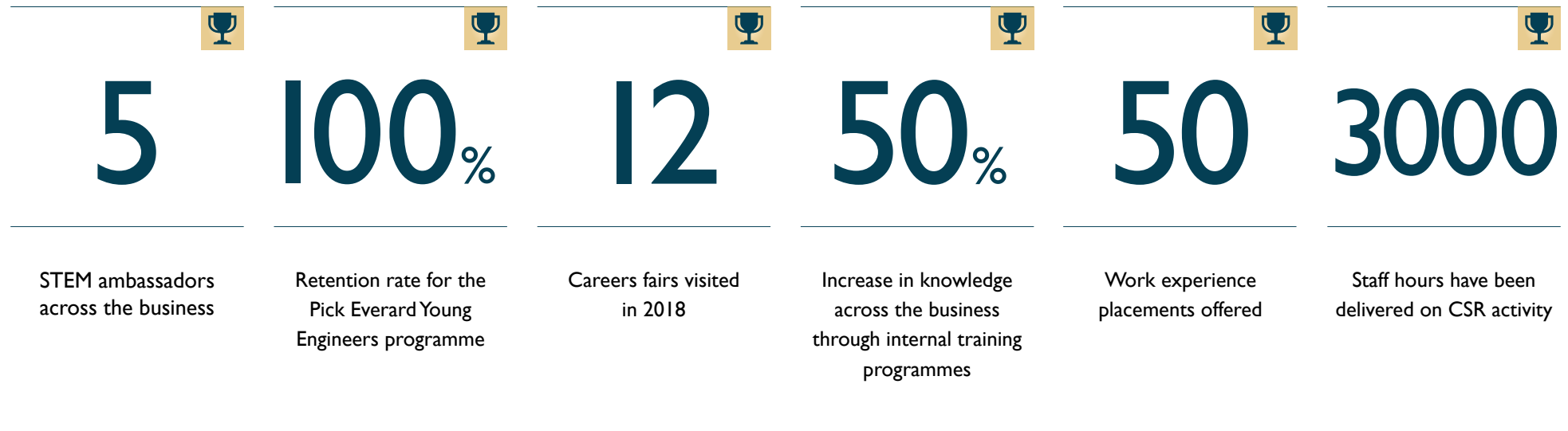


Across the business



In 2018 we introduced and developed a number of schemes and initiatives designed to promote inclusivity across our working environment

Widening the talent pool in order to help tackle the skills crisis



Offering enhanced maternity benefits and flexible working

Of the 12 staff since 2017 who took maternity leave, 9 returned on a part time basis.

Dan Santy, Senior Bid Writer, “Taking shared parental leave was a really positive experience. It was special to be able to spend quality time with my daughter and I’ve since encouraged other new fathers to do the same.”



Creating positive female role models across all areas of the business

20 female senior managers with responsibility for leading projects, generating new business and mentoring junior staff.

Nicola Burley, Director - Project Management, “Given the skills gap I think it’s key to encourage young women into the industry and raise awareness of the opportunities available to them.”



Supporting and promoting women at construction events

- Enterprising Women Awards Headline Sponsors 2018
- Hosted a Women in Engineering Careers event held to inspire the next generation of female construction professionals.
- Hosted an International Women in Engineering Day themed roundtable.

Inspire future generations

Capturing the interest and imagination of future generations

We recognise that as well as creating a more balanced and diverse workforce, there is an immediate opportunity to help bridge the skills gap in our sector.

We need to capture the interest and imagination of future generations by creating positive role models for young people, inviting them to experience the industry for themselves through open days, careers fairs and by taking the sector to the classroom.

It's also our responsibility as a sector to challenge current ways of thinking and make positive steps to showcase the huge range of opportunities and exciting careers that are available in our industry.

- * STEM ambassadors programme
- * Enterprising Women Awards 2019 Sponsors
- * Host inspirational events that challenge our way of thinking and raise awareness of the industry:

6 March 2019

In support of International Women's Day, Pick Everard hosted its second annual roundtable event under the theme #BalanceForBetter.

Involving both men and women, the roundtable discussed the challenges for females within the industry, what needs to change and how we can encourage more young people, both male and female, into the construction industry.

8 March 2019

To support International Women's Day, Pick Everard hosted an event for internal staff entitled, Closing the Construction Industry Skills Gap through Female Participation. This included a range of external speakers and employees who were invited to give their views on closing the skills gap.

Zeinab Mohamed, Assistant Building Services Engineer, "It is inspiring to see successful females in the industry as it gives hope to young aspiring engineers and architects."

Attract top talent

Finding and keeping the best people for the job

We are leaders in our field, but we can only achieve excellent results for customers by having the best teams delivering projects.

A key part of our long-term strategy is attracting and, as importantly, retaining top talent both within the industry and from other sectors that offer transferable skills.

We fully recognise the importance of work-life balance and the need for flexibility in a modern world.

We also ensure equal opportunities for progression within the business, operating a meritocracy, offering promotion based purely on skills, competency and experience.

- * £1k return to work bonus after maternity leave
- * Merit based recruitment and promotion opportunities
- * Shared parental leave
- * Positive encouragement of those with transferable skills

Faye Haldane, Framework Manager, “All my working life I have worked in male dominated industries. It is so refreshing that the construction industry is so conscious of this and is leading the way for a better balance.”

Nurture employee development

Fuelling enthusiasm and supporting personal development

We want to provide the space, support, training and guidance for everyone at Pick Everard to prosper.

Nurturing the interests and proactively supporting the personal development of individuals is hugely important to the success of the firm.

We provide fuel for enthusiasm and the support for individuals and teams to reach their goals.

It's simple; by investing in our staff, we invest in our business and our future growth as an organisation, as well as producing inspiring role models who can lead future generations in our industry.

- * Offering internal and external training and qualifications up to university degree level
- * Young engineers programme

At Pick Everard we have developed a mentoring scheme to help young engineers transition into work with the aim of mentoring, coaching and developing them throughout their first year of work.

This has had a significant impact on the firm, with turnover of young engineers falling to zero since the launch of the scheme.



Dawn Priddy, Office PA & future Building Surveyor

“Women need to be seen doing the roles... being seen on site and doing the same roles as their male counterparts.”

In summary

We believe our long-term strategy to inspire, attract and nurture a balanced and diverse workforce will immediately help to address some of the short-term issues we face today and support the future proofing of our sector.

We've made positive steps in the last 12 months; by challenging current ways of thinking, encouraging debate, proactively widening the talent pool and inspiring young people.

We are taking greater care of the talent we have and continue to provide those with the passion, interest and talent a platform to succeed.

**PICK
EVERARD**

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across the built environment