

# Gender pay gap report

McLaren Construction  
5 April 2018

**MCLAREN**

# Gender pay gap report

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As a company employing over 250 people, McLaren Construction publishes its gender pay gap data annually, as part of the UK government's gender pay gap reporting regulations. This is our second report as part of this regulation.

McLaren Construction recognises the importance of employers being transparent with their gender pay data. In an historically male-dominated industry like construction, initiatives that promote more diverse organisations are welcomed.

To meet the requirements, we publish the following data:

- Our gender pay gap – mean and median
- Our bonus gender pay gap – mean and median
- The proportion of men and women receiving a bonus payment
- The proportion of men and women in each pay band quartile

The data snapshot was taken on 5 April 2018, when the company had 589 employees.

## The difference between gender pay and equal pay:

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### Gender pay:

This looks solely at the difference in average hourly pay between men and women – job role is not a factor in this

### Equal pay:

This focuses on the pay of men and women who are doing the same or similar work or work of equal value





## Gender pay gap – mean

The figures shown are based on the mean difference in average hourly pay of all men and women in McLaren Construction, regardless of their job role.

To calculate the mean difference, we add the total hourly pay for all male employees and divide by the number of men to get the average. We add the total hourly pay for all female employees and divide by the total number of women to get the average. The two figures are then compared by calculating the average female hourly rate as a percentage of the average male hourly rate to get the mean hourly gender pay gap.

### Mean gender pay gap

5 April 2017

**48.7%**

### Mean gender pay gap

5 April 2018

**50.6%**

## Gender pay gap – median

The figures shown are based on the median difference in average hourly pay of all men and women in McLaren Construction, regardless of their job role.

To calculate the median, we arrange the hourly pay for male employees and the hourly pay for female employees from the lowest to the highest to find the midpoint value for each gender. We then calculate the difference between the two midpoint values to give us the median hourly pay gap.

### Median gender pay gap

5 April 2017

**51.4%**

### Median gender pay gap

5 April 2018

**58.4%**

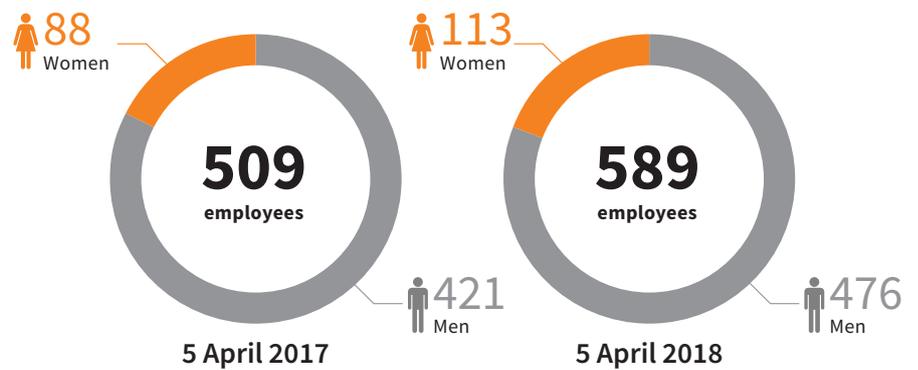


## Employee numbers

Similar to the rest of the construction industry, our male employee numbers far outweigh our female employee numbers.

The number of women employed rose from 88 to 113, an increase of 28.4 per cent. The number of men employed increased from 421 to 476, a 13.1 per cent rise.

### Number of employees



### Percentage split

5 April 2017



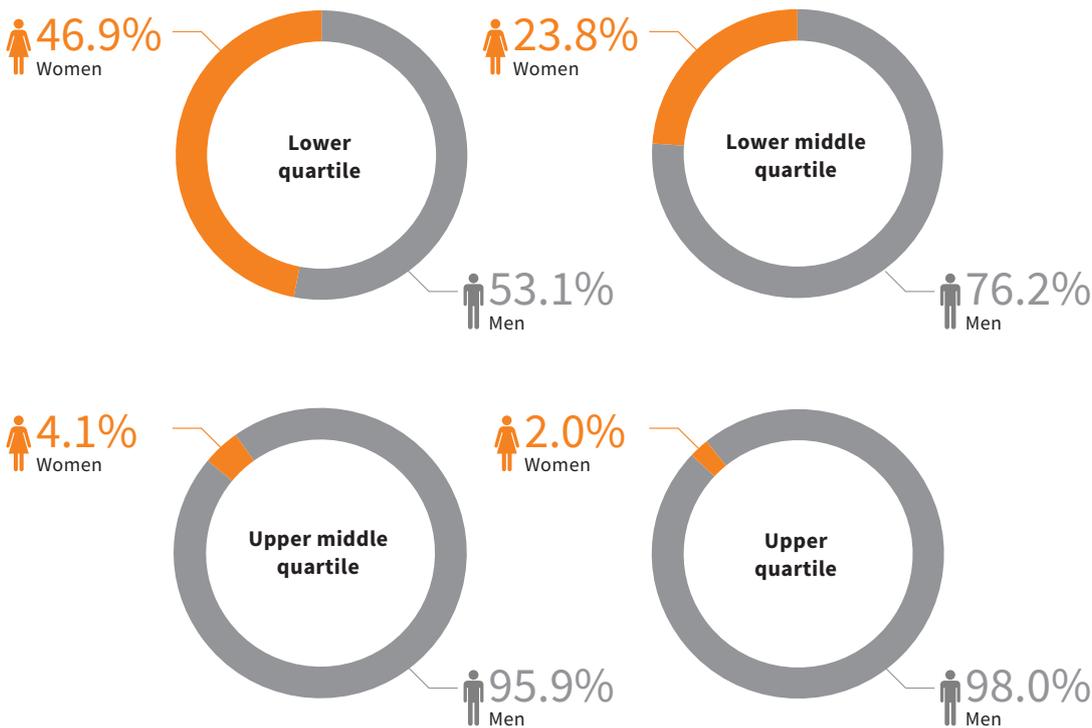
5 April 2018



## Pay quartiles

A key factor to the gender pay gap figures at McLaren Construction is that there are more female employees in junior and administrative roles in comparison to male employees. The majority of our senior roles are held by men, therefore, with women mainly in the lower and lower-middle quartiles.

| Lower quartile  | Lower middle quartile   | Upper middle quartile   | Upper quartile  |
|---|---|---|---|
|  53.1% |  76.2% |  95.9% |  98.0% |
|  46.9% |  23.8% |  4.1%  |  2.0%  |



The pay quartile pie charts shown are based on hourly pay of male and female employees. To calculate this, the pay of employees is arranged in ascending order. This is then split into two halves from the middle of the list. These two halves are then divided in two, giving four quartiles.

## Bonus gender pay gap – who received a bonus

Proportion of relevant employees with bonus pay  
5 April 2017



Proportion of relevant employees with bonus pay  
5 April 2018



McLaren Construction has a discretionary annual bonus scheme for which all employees are eligible. For the purposes of this report, anyone joining the company from April 2017 is unlikely to have received a bonus, as these are paid in September and are based on performance over the year.

The number of women receiving bonus payments increased by 14.2 per cent to April 2018.

Mean bonus gender pay gap  
5 April 2017

**75.7%**

Mean bonus gender pay gap  
5 April 2018

**75.9%**

Median bonus gender pay gap  
5 April 2017

**70.0%**

Median bonus gender pay gap  
5 April 2018

**75.0%**

Our mean and median bonus gender pay gap reflects the number of men holding senior positions within the company. At the time of reporting, all employees working part time were female, with their bonuses paid pro rata.



## What we are doing to close the gap

At McLaren Construction we recognise that we need to take further steps to address our gender pay gap. Due to the nature of the construction industry there is typically a large disparity between the proportion of male and female employees. We are committed to improving on this.

A focus for 2019 is promoting women in construction, which includes setting up a women's forum to discuss relevant issues.

We already promote careers within the construction industry to young women by attending careers fairs; we have plans to strengthen this by supporting similar events at all-girls schools. In addition, we are in talks with one of our partner colleges to create our own network, specifically for women in construction.

Our maternity policy is designed to encourage mothers to return to work by enhancing their salaries by 20 per cent for the first six months back in post.

Since April 2018, we have appointed two female heads of department and one female director, which will have a positive impact on our 2019 report. In the same time period, a woman has been promoted to a head of department position and two part-time female employees have been promoted to or employed in management positions.

As we continue to grow, there will be more opportunities for women within the business, with new positions and more chances to progress to senior roles as we become a more diverse and inclusive company.

**MCLAREN**

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