



Equal Opportunities Monitoring Report 2020

Introduction

Midas Group is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment and against customers. The Midas Group Equal Opportunities policy and Equality and Diversity Statements are intended to assist the Company to put this commitment into practice. Compliance with the policy should also ensure that employees do not commit unlawful acts of discrimination.

Our commitment is for people and customers to be treated equally regardless of age, disability, ethnic origin, gender, gender reassignment, marriage or civil partnership status, pregnancy or maternity, religion or belief or sexual orientation.

This report provides equality monitoring statistics for 399 employees between January 2020-December 2020. It is the eighth annual report, data is compared against 2013, 2014, 2015, 2016, 2017, 2018 and 2019 where possible.

All data is correct as of 31 December 2020.





2. Scope

The report provides monitoring information on employees employed by Midas Group in December 2020 covering age, disability, ethnic origin, gender, marriage or civil partnership status, religion or belief or sexual orientation.

Subsequent to the introduction of the General Data Protection Regulations (GDPR) 2018, equality information is now collected on appointment as opposed to during the recruitment process. An email is sent to employees to request information, but as this is optional, it affects the volume of information that we hold on employees. The ethnicity categories currently being used are in line with current best practice. Please note that in all cases, individuals were entitled to withhold their data in order to maintain confidentiality, they have the right to only enter information of their choice and they are able to withdraw this information at any point.

3. Data Monitoring

This is the eighth monitoring report since April 2013 which allows us now to compare results and measure differences. This year's data relates to 399 employees compared with 355 in 2013, 404 in 2014, 446 in 2015, 410 in 2016, 456 in 2017, 515 in 2018 and 481 employees in 2019.

Since its inception in 2013, employees are asked to provide details relating to all protected characteristics via a monitoring form on joining the company. However, with the implementation of GDPR (General Data Protection Regulations) on 25th May 2018, we have adapted our new starter forms to request information relating to disability and gender only. New starters are then requested to complete all other information related to protected characteristics via their online Alchemy profile.

4. Employee Profile

The following report is based on data known for 399 employees from January 2020–December 2020. Results will be compared to data from 2013, 2014, 2015, 2016, 2017, 2018 and 2019 where appropriate.

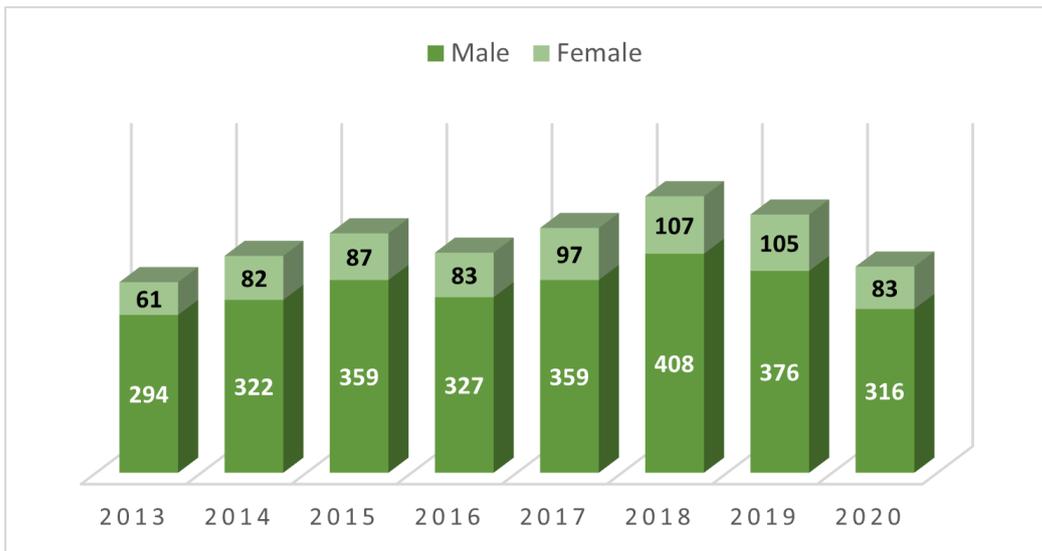
There has been a decrease of 17.047% in the number of employees since 2019, the female representation has decreased slightly with the percentage of female people decreasing to 20.80% from 21.83% in 2019. The percentage of employees with a disability has increased to 4.01% from 3% in 2019.

5. Gender

The gender profile at Midas Group has historically remained quite static.

National Women in Construction initiatives have been slow to show progress in increasing the percentage of women in construction, especially on site.

Of the 83 females employed by Midas Group, 15.66% are in line management roles (defined as those who have direct reports), a decrease from 16.19 % in 2019 ; compared to 30.06% of men, an increase from 29.79% in 2018. The percentage of site based females has decreased from 37.14% in 2019 to 31.65% in 2020; but so has the number of men (60.11% in 2019 and 52.79% in 2020).



6. Disability

The Equality Act 2010 defines someone as having a disability if they have a physical or mental impairment, and that impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

4.01% of employees at Midas consider that they have one of the following:

- Cognitive impairment (such as autistic spectrum disorder or resulting from head injury)
- Long-standing illness or health condition (such as cancer, HIV, diabetes, chronic heart disease or epilepsy)
- Mental health condition (such as depression or schizophrenia)
- Physical impairment or mobility issues (such as using a wheelchair or crutches, or difficulty using arms)
- Deaf or serious hearing impairment
- Blind or serious visual impairment
- Other type of disability

By asking our people to consider whether they have a condition from the above list we are attempting to raise awareness of the wider spectrum of disability notably non physical impairment.



7. Age

Since the abolition of the Default Retirement Age in 2011 we continue to have an age profile that includes employees over the age of 65. In the 2018 report, it was anticipated that this figure would increase over time, which has been shown to be accurate as 19% of leavers between April 2018 and March 2019 were aged over 55 compared to 17% in the previous period. 5% of leavers between April 2017 and March 2018 were aged over 65 compared to 1% the previous year. This confirms that the abolition of the default retirement age is starting to have an effect on individuals choosing to retire at different points in their career.

17.29% of the Midas workforce is aged 55-64 compared to 16.42% last year with only 5.51% aged 18-24, (a decrease of 1.14% on last year). The majority of people (34.09%) are aged between 45 and 54 (an increase of 2.69% on last year). 3.26% of the workforce is aged 65 or over.

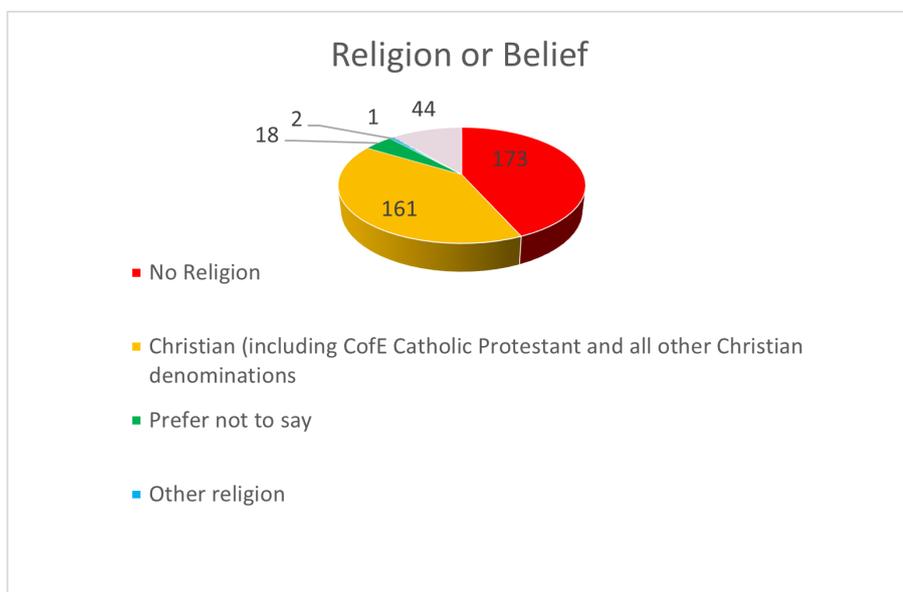
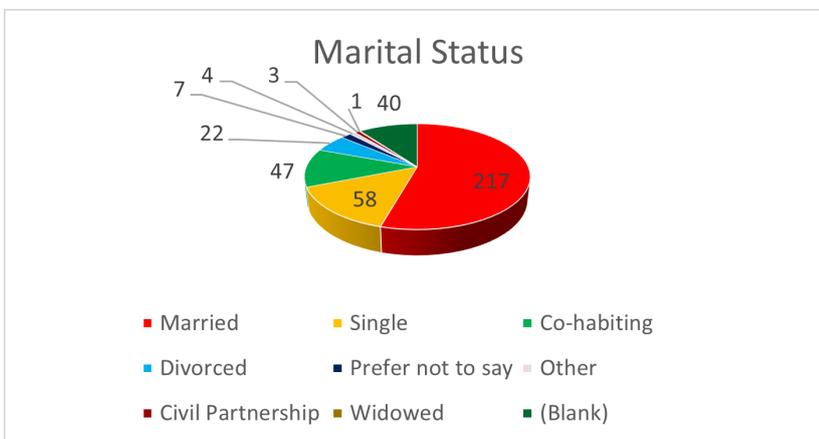
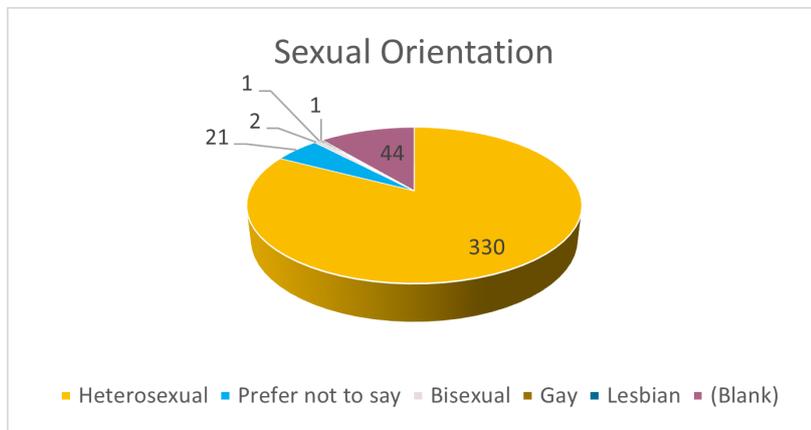
8. Ethnicity

A large proportion of employees have classified themselves as white (85.68% of those who responded) compared to 3.13% who identified as BME (Black or minority ethnic) employees). This is an increase of 0.64% from last years BME percentage. With the introduction of GDPR, a significant proportion (10.27%) of employees declined to answer this question.

The Commission Enquiry into Race Discrimination in the Construction Industry found that visible ethnic minorities are still persistently under-represented in construction.

Ethnicity	
Asian - Other	1
Black/Black British - African	1
Black/Black British - Caribbean	1
Creole	1
Mixed Other	1
Mixed White and Asian	2
Mixed White and Black African	1
Mixed White and Black Caribbean	4
Prefer not to say	3
White British	242
White English	63
White Irish	3
White Other	6
White Scottish	2
White Welsh	13
No response	40

9. Other Equality Strands



10. **New Joiners**

New Joiners			
Age	Total	Male	Female
Under 18	0	0	0
18-24	6	6	0
25-34	8	7	1
35-44	7	6	1
45-54	26	17	9
55-64	10	8	2
65+	2	2	0

There remains a need to employ and develop trainees to address the aging workforce, the percentage of new joiners in the 18-24 age group has seen a decrease of 4.74% in 2020 compared to 2019. The majority of appointments in 2020 were aged 45-54 with 44.06%.

The reduction of new joiners in 2020 (59) compared to 2019 (144), reflects the impact that the Covid-19 pandemic has had on our business operations.

11. **Leavers**

Leavers %			
Age	Total	Male	Female
Under 18	0	0	0
18-24	7	6	1
25-34	22	17	5
35-44	26	18	8
45-54	44	34	10
55-64	26	20	6
65+	7	5	2

Of the 132 people who left the business in 2020, 32 were women compared to 100 who were men. Overall, the company had 132 leavers and 59 joiners resulting in a headcount reduction of 73.

12. Learning

We commit to the development of all our people with training and development activities delivered by internal experts and external providers.

A number of programmes and development initiatives are delivered covering corporate induction, management and leadership, 'Leaders in Customer Service and Performance', health & safety, IT, commercial and contract knowledge and skills training, further education and apprentices and graduates.



13. Promotions

All salaries are reviewed annually in July. Outside of this, individual performance is reviewed on a quarterly basis and decisions relating to promotions are made on a regular basis. Between January 2020 and December 2020, 5.47% of all people were promoted which is a decrease of 0.97% in the previous year. Overall, 1.04% of the females we employ were promoted in 2020, as compared to 4.43% of males.

The table below shows the gender makeup of the 5.47% of promotions that took place in 2019.

This data is an approximation based on the manual extraction of data from our employee variations tracker.

Promotions			
	Total	Male	Female
Promotions	21	17	4

14. Flexible Working

Until 30 June 2014, only people who met a certain eligibility criteria had the right to request to work flexibly. This right is now extended to all people who have at least 26 weeks' continuous service. Whilst a number of informal and or temporary arrangements may be in place, only formally agreed flexibility is recorded on the HR system so data is restricted to those with working hours variations. For the purposes of this report, part time has been classified as anyone working below 37.5 hours. 6.77% of Midas employees are recorded as working flexibly up from 0.53% last year. 26.58% are female, an increase of 3.72% to last year.

Flexible Working % of workforce			
Full time/Part time	Total	Male	Female
Full time	93.23%	98.36%	73.42%
Part time	6.77%	1.64%	26.58%

15. Disciplinary

Of the conduct related cases dealt with in 2020 (at any level including informal and formal action) the below table depicts the age demographic of the cases dealt with. In relation to gender demographic, 90% involved male employees and 10% involved women.

Disciplinary %	
Age	Total
18-24	10%
25-34	20%
35-44	20%
45-54	20%
55-64	30%
65+	0%

16. Conclusions

Since the first Equality & Diversity Monitoring report was issued in 2013, Midas Group has established a more robust approach to capturing and measuring the equality strands across its people. Midas has promoted its commitment to diversity to its employees whilst educating them on the updated legislation and the benefits of Midas in employing a diverse workforce.

Some key achievements on our journey towards diversity in the workplace include:

- An annual budget for approximately 20 positions across the business to include school leavers, apprentices, graduates, year placements and degree sponsored roles has been approved with a number of individuals already appointed.
- Each year we run a 12-month trainee development programme across the business. Each individual receives a personal development plan which should enable them to pursue their careers within Midas, enhancing the opportunity to 'grow from within'. This programme is run on an annual basis with the exception of 2020 as a result of the Covid-19 pandemic.
- We reviewed all company policies to ensure that gender neutral terminology had been used throughout.

2020 has been an unprecedented year for Midas as a result of the C-19 pandemic. With a large proportion of our people on furlough leave from March 2020 through to the end of the year along with our recruitment on hold from March 2020 through to September 2020, we have been unable to work on or achieve many of our monitoring actions for 2020.

Therefore, some key messages still require further investigation and action in order for Midas to maximise its opportunities:

- This year there has been a further reduction from 21% in 2018 to 15.66% of women in line management roles. It is proposed that further consideration is needed to increase networking amongst females interested in progressing into management to build skills and exposure to management roles at Midas and encourage the promotion of more females in Midas and the industry as a whole.
- More diverse sourcing and monitoring of job applicants should improve the diversity in selection of potential employees across all diversity strands.
- Midas needs to continue to keep its managers and employees up to date with legislative changes especially those responsible for recruitment, promotion, development and succession planning.

There remains a strong desire for diversity in the workplace and there are numerous benefits that Midas can draw upon if its practices promote a diverse workforce and diversity in employment at Midas.