

Midas Gender Pay Gap Report 2018

About Midas Group

Midas Group is one of the largest privately owned Construction and Property Services Companies in the UK. Operating as a regional contractor with a local supply chain, employing local people, with a longstanding commitment to the communities in which we work, we are able to create positive lasting legacies for future generations.

We are committed to creating a diverse and inclusive environment in which our colleagues can enjoy the work that they undertake and are able to maximise their potential, through development and progression within the business.

This commitment is fundamental to ensuring that we achieve our vision of delivering the best possible performance and service to the diverse range of customers that we work in partnership with.

We welcome the UK Government's requirement for more transparency on gender pay.

Background to Gender Pay Gap Reporting

From April 2017 onwards any UK organisation employing 250 or more employees is required to publicly report on an annual basis on their gender pay gap. The gender pay gap is the difference in average earnings between all men and women in an organisation.

Gender pay gap reporting does not address issues of equal pay. Equal pay addresses the differences in actual earnings of men and women doing equal value work, and therefore does not contribute to our gender pay gap reporting.

What are we required to measure as part of our report?

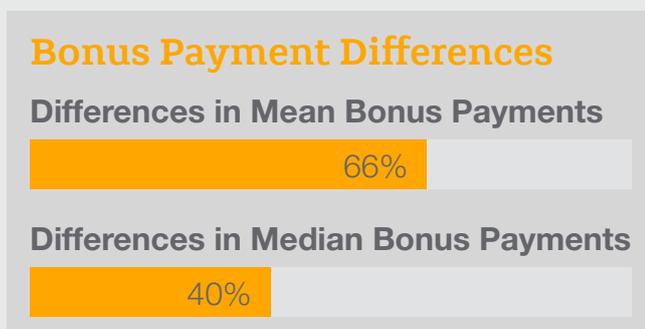
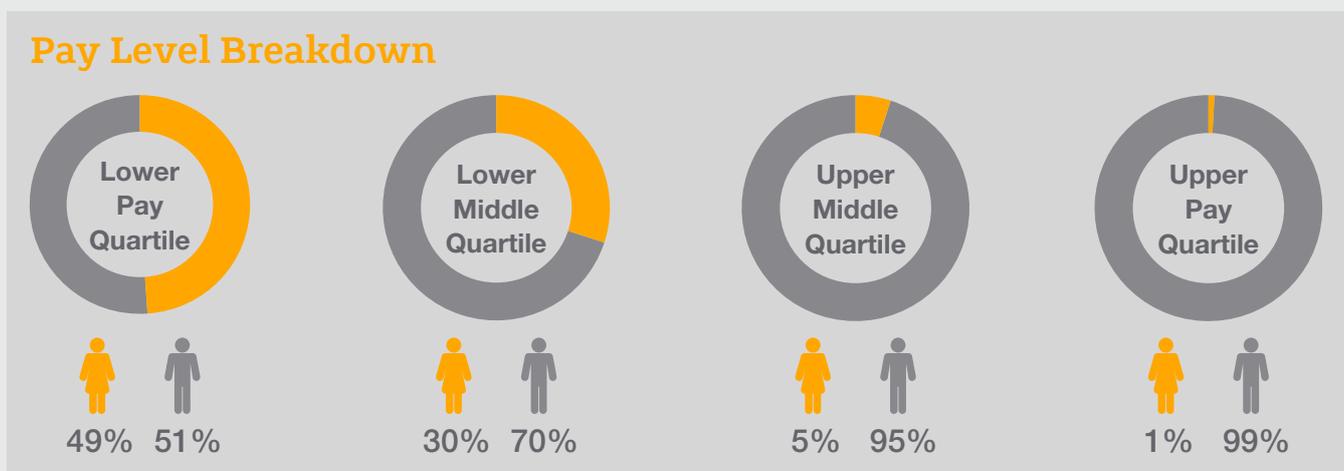
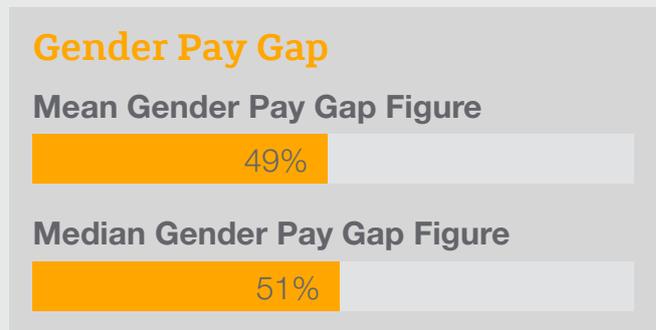
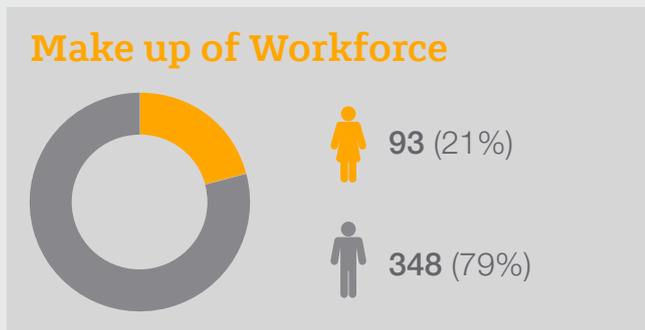
All organisations are required to measure a number of areas based on pay data as of 5th April 2017

- Differences between the mean hourly gross rate of pay of men and women
- Differences between the median hourly gross rate of pay between men and women
- Proportion of all men and women receiving bonus payments in the year up to 5th April 2017
- Differences between the mean bonus payments made to men and women in the year up to 5th April 2017
- Differences between the median bonus payments made to men and women in the year up to 5th April 2017
- Distribution of gender across four equal quartiles of pay

Our Current position

Our organisation, like many within the construction sector, has struggled to attract female colleagues in order to redress the gender imbalance that has been present for a number of years. Many roles, particularly those at senior levels on construction projects, have been regarded as 'male' roles and not traditionally pursued or applied for by female colleagues.

Our Gender Pay Gap Figures (Data Collected 5th April 2017)



Our gender pay gap is reflective of that imbalance, identifying clearly that we do not currently have enough female colleagues within the business, and in particular far too few at senior management and executive levels of the organisation.

We have seen some improvements in our diversity this year, which indicates that some of the changes we have made are beginning to take effect;

- Increased overall % of female colleagues – now 20% of total workforce
- Increased % of female colleagues promoted in 2017/18 - 12% of female colleagues achieved promotion as opposed to 8% of male colleagues
- Increased numbers of female colleagues on Midas structured development programmes in 2017/18 – cohorts made up of 13% female colleagues in 2017/18

There is clearly still much for us to do as both a business, and an industry, to close the gender pay gap.

What are we doing to close the gap?

We recognise that closing the gender pay gap will take time, and as an organisation we are working hard to create a more diverse and balanced workforce. We are already underway with many of our plans, but a summary of our main points of actions for 2018/19 are set out below.

Recruitment

- Commitment to promoting careers in construction at all levels
- Targeted recruitment campaigns to attract more female applicants to our roles
- Develop wider criteria for selection to enable greater shortlisting of female candidates for all positions, wherever possible
- Working with our recruitment partners to ensure additional focus on delivering gender balanced shortlists
- Increased monitoring of recruitment data to measure success in attracting and appointing female applicants
- Setting a target of 50% female trainee/ apprentice appointments by our 2020 intake

Development and Progression

- Closer monitoring of the pipeline of female talent through our people review processes
- Exploring the possibilities for more agile working arrangements
- Reviewing all family friendly policies to create an environment in which female colleagues feel they can progress their careers with Midas
- Exploring alternative career pathways that give greater opportunity for female colleagues to progress
- Take a different approach to, and increased levels of, Diversity training focusing on unconscious bias and respect
- Ensuring all vacancies and promotion opportunities are available to all
- Continue to develop inclusive development programmes
- Inclusion of female colleagues on all group initiatives and business improvement forums by end of 2018
- Identifying and putting in place Executive Mentors for female colleagues

I declare that our Gender pay gap data has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



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Ian Bassett,
Business Support Director,
Midas Group Ltd.