

Midas Gender Pay Gap Report 2019

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 and a longstanding commitment to the local 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.

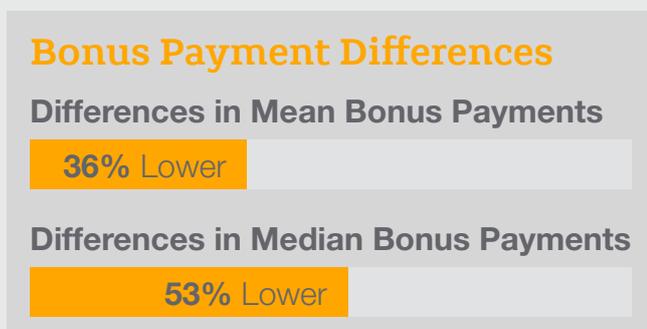
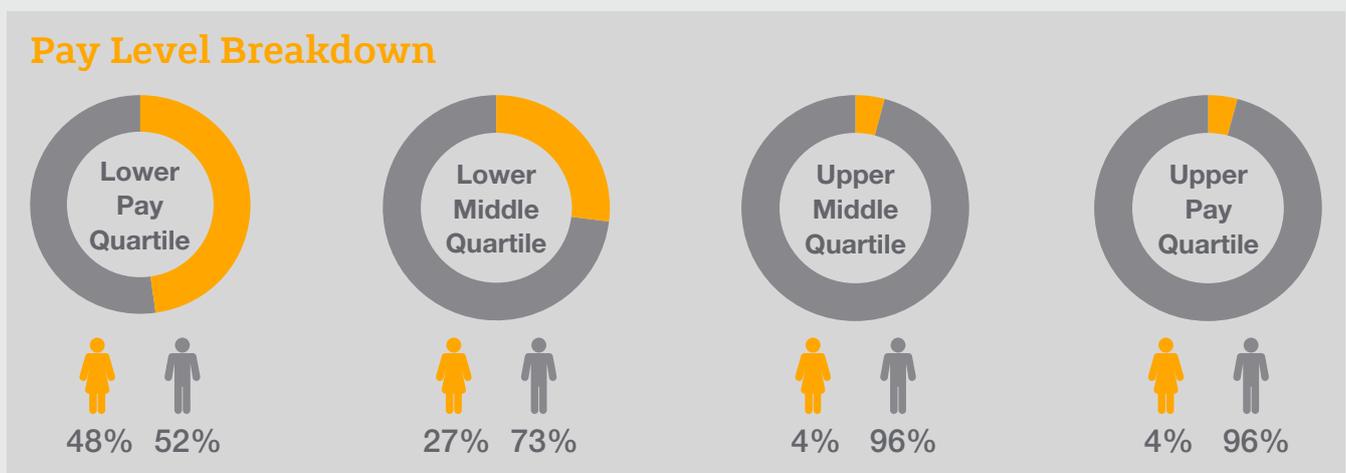
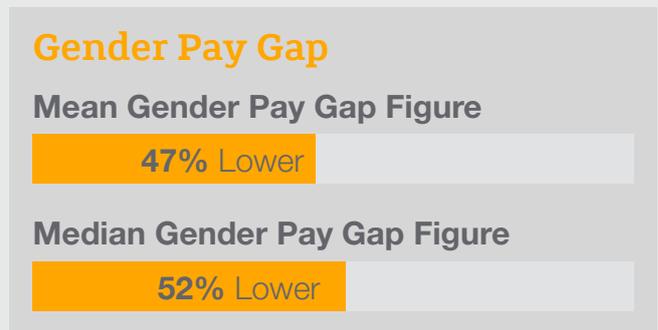
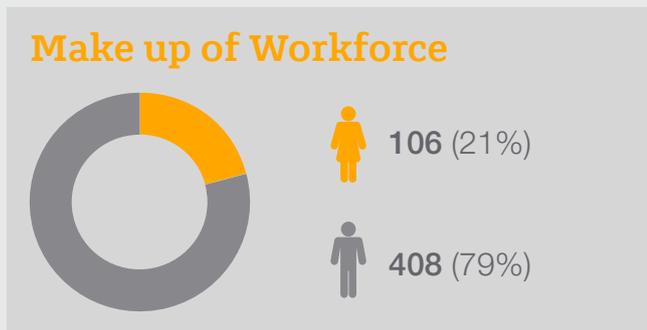
Gender pay gap reporting does not address issues of equal pay. Equal pay is the difference in actual earnings of men and women doing equal value work, and therefore does not contribute to our gender pay gap reporting. Companies with a gender pay gap do not necessarily have equal pay issues.

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

All organisations are required to measure a number of pay related areas based on pay data as of 5th April annually, and this year we have measured as set out below:

- 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 2018.
- Differences between the mean bonus payments made to men and women in the year up to 5th April 2018.
- Differences between the median bonus payments made to men and women in the year up to 5th April 2018.
- Distribution of gender across four equal quartiles of pay.

Our Gender Pay Gap Figures (Data Collected 5th April 2018)



Our Current position

Our organisation, like many within the construction sector, is still facing the challenge of attracting female colleagues, so that we are able 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 challenge is to create an environment that will attract and develop

female colleagues, to carry out those senior and executive roles within our business.

Our gender pay gap, whilst lower than last year, is still reflective of these challenges, and despite working hard over the last 12 months to redress the gender imbalance 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 small improvements this year, which indicates that some of the changes we have made are beginning to take effect.

Notable positive differences in last 12 months:

- Reduction in headline mean gender pay gap from 49% to 47%.
- Reduction of mean bonus payments gap from 66% to 36%.
- Increased % of female colleagues earning a bonus from 16% to 45%.
- Increased % of female colleagues in upper pay quartile from 1% to 4%.
- Small increase in overall % of female colleagues – now 21% of total workforce, compared to 20% in 2017.
- 25% of all promotions within the Midas Group in last 12 months were earned by female colleagues.
- 8% of female colleagues achieved promotion in 2018/19 as opposed to 6% of male colleagues.
- Increased group female trainee intake this year to 13%, from 10% in 2017/18 – target still remains 50% by 2020.
- Greatly increased numbers of female colleagues on Midas structured development programmes in 2018/19, including FE and HE sponsorship. Cohorts this year were made up of 23% female colleagues as opposed to 13% in 2017/18.

Despite these improvements in the year, there is clearly still much for us, as both a business and an industry, to do to close the 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, and we are already underway with many of our plans, as the points above would indicate.

Our overall strategy for the coming 12 months has not changed, and a summary of our points of action for 2019/20 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.
- Seek to identify and put 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

A handwritten signature in black ink, appearing to be "IAN BASSETT", written over a dotted line.

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Ian Bassett,
Business Support Director,
Midas Group Ltd.