



City Building Glasgow

Gender Pay Gap Narrative 2019

About Us

As one of Scotland's largest construction businesses, City Building provides a range of repairs and maintenance, construction, and refurbishment activities across the public, private and third sectors.

City Building provides one of the largest construction craft apprenticeship programmes in Scotland and, in addition, operates Royal Strathclyde Blindcraft Industries (RSBi) – one of the largest supported manufacturing businesses in Europe. RSBi employees over 250 people, more than 50% of whom have a disability.

City Building welcomes the opportunity to report its gender pay gap figures for 2018/19.

Our Gender Pay Gap

City Building falls under the requirement for organisations with 250 employees to report their gender pay gap with figures compiled based on the reporting snapshot of 5 April 2018.

Under the legislation requirements we are reporting for **City Building Glasgow**

The gender pay gap is a measure of the difference between men's and women's average earnings across our workforce. We are confident that men and women are paid equally for doing equivalent jobs across our workforce.

City Building Glasgow

City Building Glasgow's mean gender pay gap is 1.6%

City Building Glasgow's median gender pay gap is 3.51%

In addition our pay quartiles by gender are detailed below:

Quartiles	Male %	Female %
Lower Quartile	85.7	14.3
Lower Middle Quartile	88.5	11.5
Upper Middle Quartile	88.9	11.1
Upper Quartile	91	9

City Building Glasgow does not operate a bonus or long term incentive scheme for any of our employees therefore we are not required to report the bonus gender pay gap figures.

Driving Diversity and Inclusion across our Business

Creating sustainable employment opportunities for all of our workforce is of crucial importance to us.

The construction industry faces challenges to address historical issues of gender imbalance as it is a traditionally segregated industry. However at City Building we are proud of the steps we have taken to ensure our workforce reflects our society and the customers that we serve.

Our senior management team is split 50:50 between men and women. We have highly engaged and loyal employees many of whom have moved from trade roles to supervisory and managerial positions.

We outperform the industry average in relation to the number of women employed in craft trade roles and actively encourage apprenticeship applications from young women by targeting schools and careers fairs, and utilising existing apprentices as ambassadors.

9% of our apprentices are female – again significantly higher than industry averages.

Our Continued Commitment

We are proud of our successes to break down barriers to encourage women to join City Building but we know that we still have some challenges to overcome. We offer excellent maternity provision and flexible working to all employees to encourage women to continue with their careers. We will continue to work with our employees to help them support and develop their career ambitions regardless of gender.

We will continue to monitor and capture data related to our workforce to ensure that we maintain our efforts to create a working environment to attract, retain and enable talent to flourish. This focus also includes steps to reduce our gender pay gap even further.

I can confirm that the data reported and the information in this statement is accurate.

Dr Graham Paterson
Executive Director
March 2019