



City Building (Glasgow) LLP

Gender Pay Gap Narrative 2021

About Us

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

City Building also 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.

Despite the challenges of COVID19 over the current year and the impact of the pandemic on City Building staff, its customers and the communities it serves, City Building welcomes the opportunity to report its gender pay gap figures for 2020/2021.

Our Gender Pay Gap

City Building falls under the requirement for organisations with 250 employees or more to report their gender pay gap with figures compiled based on the reporting snapshot of 5 April 2020.

Now in the fourth year of gender pay gap reporting our data includes the following as set out in the reporting requirements:

- mean gender pay gap
- median gender pay gap
- the proportion of men and women in each quartile pay band

Due to the suspension of pay gap reporting requirements in 2019/20 it is difficult to now undertake yearly comparisons, however City Building continued to voluntarily report its pay gap data, joining half of all eligible organisations who reported their pay gap data last year.

Under the legislation requirements this year we are reporting for:

City Building Glasgow and City Building Contracts

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

Mean gender pay gap: 3.7%

Median gender pay gap: 3.4%

Quartiles	Male %	Female %
Lower Quartile	82.5	17.5
Lower Middle Quartile	85.2	14.8
Upper Middle Quartile	90.2	9.8
Upper Quartile	89.4	10.6

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 bonus gender pay gap figures.

City Building Contracts

Mean gender pay gap: 6.5%

Median gender pay gap: 8.4%

Quartiles	Male %	Female %
Lower Quartile	86.9	13.1
Lower Middle Quartile	95.2	4.8
Upper Middle Quartile	95.2	4.8
Upper Quartile	92.8	7.2

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

Our Focus on Diversity and Inclusion

We are proud of the work we do to ensure that everyone can succeed in their role and diversity and inclusion continues to take a strong focus in our business and is core to our values and behaviours across the organisation.

During the last twelve months we have supported our colleagues during the Covid pandemic and undertook an employee engagement survey last autumn to understand how people had been affected by the lockdown and pandemic. We were pleased that a majority of employees believed that City Building had supported them well during the lockdown and that continuing to pay full salaries and continuous engagement of those who were furloughed was extremely important to all staff.

The construction industry continues to face challenges to address historical issues of gender imbalance along with attracting individuals from ethnic minorities and individuals with a disability into the sector.

However, at City Building we are proud of the steps we have taken in promoting opportunity, to ensure our workforce reflects our society, customers and communities that we serve. This will continue despite the challenges and economic uncertainty faced.

Over the last twelve months we are pleased to report that we have recruited 60 new apprentices of whom 7% were female and have launched our recruitment process for a new intake of apprentices in 2021, maintaining our commitment to supporting employment opportunities for young people.

We have also announced an ambitious project to build a new training college for apprentices and our workforce. This new facility will support our efforts to recruit, train and develop people from all backgrounds and be a key driver in our diversity and inclusion efforts as we strive to build a business that is sustainable and responsible.

Our gender pay gap figures are positive in comparison to the wider construction sector however we know that we need to do more to address workforce imbalance that is evidenced in our pay quartiles. That is why we continue invest to develop our workforce and to implement our action plans to reduce our gender pay gap. Our efforts are supported by monitoring and capturing data along with listening to our employees in a meaningful way. These activities will enable us to ensure that we maintain our efforts to create a working environment to attract, retain and enable all talent to flourish.

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

Alan Burns LLM MBA FCIQB
Executive Director
April 2021