



City Building

Gender Pay Gap Narrative 2022

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 2021/22.

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 2021.

Now in the fifth 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

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: 2.1%

Median gender pay gap: 1.9%

Quartiles	Male %	Female %
Lower Quartile	83.9	16.1
Lower Middle Quartile	85.1	14.9
Upper Middle Quartile	89.2	10.8
Upper Quartile	90.9	9.1

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: 9.1%

Median gender pay gap: 5.6%

Quartiles	Male %	Female %
Lower Quartile	87.7	12.3
Lower Middle Quartile	93.8	6.2
Upper Middle Quartile	95.1	4.9
Upper Quartile	93.8	6.2

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 two years we have supported our colleagues during the Covid pandemic and have recently undertaken a hybrid working survey to understand our employees views about safely returning to the office. We are pleased that an overwhelming majority of our staff feel comfortable with our hybrid working proposals and do not believe their career ambitions have been affected by Covid or will be affected working a blend of home locations and office locations.

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 to ensure our workforce reflects our society, customers and communities that we serve. This will continue despite the challenges and economic uncertainty faced.

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. We note in particular that we have a challenge in encouraging more women into senior management positions – either through internal

or external recruitment. This will be a focus for us over the next twelve months and we are actively working with talented females in the business to ensure that we remove any barriers that exist to their career progression. We hope to see a positive impact on our pay quartiles in the future.

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

Alan Burns
Executive Director
April 2022