



City Building Contracts – Gender Pay Gap Report 2025

About us

City Building provides a range of repairs and maintenance, manufacturing, construction and refurbishment activities for Glasgow City Council as well as other public, private and third sector organisations.

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

City Building welcomes the opportunity to report its gender pay gap figures for 2025.

Our Gender Pay Gap

City Building Contracts has fewer than 250 employees; however, we voluntarily report our gender pay gap with figures compiled based on the reporting snapshot date of **5 April 2025**.

Now in the ninth 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

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 organisation.

2025 Results

- Mean gender pay gap: 10.1%
- Median gender pay gap: 2.1%

Quartiles	Male %	Female %
Lower Quartile	81.25	18.75
Lower Middle Quartile	87.50	12.50
Upper Middle Quartile	75.00	25.00
Upper Quartile	94.12	5.88

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

Equality, Diversity and Inclusion will continue to be a hallmark of our approach to recruitment. We are proud of the work we do to ensure that everyone can succeed in their role, and diversity and inclusion remain central to our values and behaviours across the organisation.

The construction industry continues to face challenges related to historical gender imbalance, as well as in attracting individuals from ethnic minority communities and individuals with a disability into the sector.

At City Building Contracts we are proud of the steps we have taken to ensure our workforce reflects our society, customers, and the communities we serve. This commitment will continue despite any challenges or economic uncertainties.

While our gender pay gap figures compare positively with the wider construction sector, we recognise that we need to do more to address the workforce imbalance reflected in our quartiles. Over the past eight years of gender pay gap reporting, we have seen incremental improvements both in our pay gap figures and in female representation across the business.

There continues to be a challenge in increasing the number of women in upper management and higher-paid roles, and this will remain a focus for us. We will continue to actively support talented women within our business and work to remove any barriers to their career progression.

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

Sharon Wearing
Executive Director
April 2026