



City Building Glasgow – Gender Pay Gap Report 2025

About us

City Building Glasgow (CBG) delivers a wide range of construction, manufacturing, repairs and maintenance services for public sector and commercial clients across Glasgow.

We operate Scotland's largest construction apprenticeship programme and Royal Strathclyde Blindcraft Industries (RSBi), one of Europe's largest supported manufacturing facilities. We remain committed to building a diverse, inclusive workforce that reflects the communities we serve.

This report sets out City Building Glasgow's statutory Gender Pay Gap figures for 2025.

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 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 legislative 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: 0.4%
- Median gender pay gap: 1.4%

Quartiles	Male %	Female %
Lower Quartile	84.54	15.46
Lower Middle Quartile	83.25	16.75
Upper Middle Quartile	92.78	7.22
Upper Quartile	88.97	11.03

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.

Our Focus on Diversity and Inclusion

Equality, Diversity and Inclusion 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 core to our values and behaviours across the organisation.

The construction industry continues to face challenges in addressing the historical issues of gender imbalance, along with improving representation from ethnic minority communities and individuals with a disability.

At City Building we remain committed to building a workforce that reflects our society, our customers and the communities we serve. Despite ongoing challenges and economic uncertainty, our focus on increasing representation and supporting diversity remains unchanged.

Our gender pay gap figures for 2025 continue to show a very small mean pay gap of 0.4%, demonstrating continued pay parity across equivalent roles. However, as in previous years, we recognise that the under-representation of women in higher-paid operational and craft roles influences our quartile distribution and overall gender pay gap.

We are pleased to see incremental improvements over the eight years of statutory reporting, both in our pay gap measures and female representation in several areas of the business. Nonetheless, we acknowledge that further progress is needed, particularly in increasing the number of women progressing into senior and upper-quartile positions.

This will remain a priority for us. We will continue to:

- work closely with female colleagues across the business
- support development and promotion opportunities
- remove any barriers that limit progression
- strengthen early-career pathways for women, including apprenticeships and pre-apprenticeship routes

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

Sharon Wearing
Executive Director
April 2026