



REPORT

GENDER PAY GAP REPORT

2019

CONTENTS

Foreword	3
A Fresh Perspective	4
Rewarding Fairly	5
Shaping the Future	6
Creating a Better Tomorrow for Everyone	7
Building a Diverse Workforce	8
Gender Pay Results	9
Hourly Rates and Bonus Pay Comparisons	9
Gender Pay Quartiles	10

The RLB Gender Pay Gap Report 2019 refers to data from the 2018-2019 financial year.

FOREWORD

At Rider Levett Bucknall (RLB) we believe that we all have a responsibility to support the communities in which we live and work and that our workforce should be representative of these communities. This belief is central to our commitment to raise awareness of, and embed improvements around, equality, diversity and inclusion (EDI).

It is widely acknowledged that there is a challenge facing the construction industry around EDI, and this includes female under-representation. This under-representation is particularly evident at senior levels, and our own figures reflect this. Attracting and retaining a diverse workforce is a business priority, intensified by the skills-crisis affecting our industry.

At RLB we are playing our part to overcome the bias across the industry by recruiting a more diverse workforce. This includes encouraging more women into construction, implementing policies which encourage women (and men) to stay in the industry, developing female leaders, and implementing succession programmes.

RLB's values include leading by example and shaping the future of our industry. In line with these values we are developing our workforce and equipping them with the skills they will need to thrive, as the demands of the industry change. We are driving progress across many fronts. Our Future Professionals Programme is one example where we are engaging with schools and colleges to target and attract a more representative workforce of tomorrow. You can read more about this and other RLB initiatives later in this report.

We are encouraged by the Government's pledge to close the gender pay gap, and at RLB we commit to increasing both the representation of women as a whole and the proportion of women in senior positions.

Since our first Gender Pay Gap report, our proportion of female staff has risen by 3% to 30%, exceeding the industry average of 15%. This result was further cemented with more roles carried out by women in the various quartile roles, which is explained in more detail later in this report.

Our objective is to ensure that this momentum is maintained so that we can achieve our targets of 20% of our most senior roles being filled by women by 2022 (currently 15%) and 40% of all our staff being female by 2024 (currently 30%).

Whilst we recognise that there is more to do, we are continuing to take positive steps to develop an inclusive workplace with a diverse workforce.

RLB's commitment to reducing the Gender Pay Gap is taken seriously. We are members of the Employers Network for Equality & Inclusion (ENEI) who are providing professional external advice on our EDI strategy and its implementation. Our overall objective is to make RLB reflective of the communities we work within.

These interventions are beginning to gain traction, but will take continued effort and time to show significant results, particularly at senior levels.



ANN BENTLEY

Global Board Director



ANDREW REYNOLDS

Chief Executive & Global Board Director

A FRESH PERSPECTIVE

We know that doing the right thing matters. We go beyond just saying so and take action to prove it. We are committed to gender equality and to providing fair and equal opportunities for everyone to achieve success.

Our culture is based on an open, inclusive and respectful environment where everyone receives equal treatment in all aspects of employment policies and practices.

GENDER PAY GAP REPORTING

As an organisation with more than 250 employees, RLB is required to report the overall gender pay gap between all men and women.

This report sets out some of our findings and our plans. Our gender pay results are summarised on pages 9 and 10.



OUR TEAM IN LONDON

REWARDING FAIRLY

RLB has reviewed the overall data and also reviewed it by role and job level. While understanding that this is a Gender Pay Gap report and not an Equal Pay Audit we have found no variation in the salaries of men and women by grade from our more detailed analysis.

By engaging in an annual external salary review across industry, which examines the alignment of salary bandings and ranges, we are confident that men and women receive appropriate competitive pay for roles performed. Our internal annual salary review process includes rigorous review of pay across the business and also concludes that RLB provides equal pay for equal work, regardless of gender.

We are proud to have been Equality Assured for 8 consecutive years, to be a signatory to the RICS Inclusive Employer Quality Mark, and to be Living Wage accredited.

We are a member of the ENEI which is the leading employer network promoting equality and inclusion in the workplace. ENEI is the only employer-led membership organisation advising on all aspects of equality and inclusion in the workplace.



OUR TEAM IN MANCHESTER

SHAPING THE FUTURE

Current representation across RLB's workforce is 30% women and 70% men, with 15% women at senior levels, which is an improvement on 2018's figures. This report sets out some of our findings and what we are doing to change the position.

Whilst there are women represented across all quartiles, it is clear that as we move through to the higher quartiles the representation of women decreases. We have introduced a number of retention and succession initiatives to continue addressing this issue.

These include our Leadership and Management programme to develop contemporary, transformational leaders as well as supporting the promotion of women into more senior roles (the 2019/2020 group stands at 66.5% men / 33.5% women). These changes illustrate the progress towards our gender-related target, which is having women represented as 20% of our most senior roles by 2022 and 40% of all staff by 2024.

RLB's Futures Board continues to provide a platform for young leaders to develop alongside senior mentors and female representation of the Board accounts for over 31%.



OUR TEAM IN SHEFFIELD

CREATING A BETTER TOMORROW FOR EVERYONE

At RLB, doing the right thing for our people is at the heart of everything we do.

All staff want a work/life balance and to work in a company in which dignity and respect are a key focus, ensuring diversity and inclusion in all aspects of day-to-day working.

RLB has an established EDI Steering Group comprising staff who represent all parts of our business. The Steering Group oversees the implementation of RLB's EDI objectives, targets and SMART action plan for the short, medium and long term.

Andrew Reynolds, RLB's Chief Executive, is responsible for EDI and chairs the EDI Steering Group, with support from Ann Bentley, Non Executive Director. We also have an HR officer responsible for the day-to-day implementation and enforcement of our EDI Strategy.

The EDI Steering Group has taken the nine protected characteristics (as defined by the Equality Act 2010) and has built a plan of action around each.



OUR NATIONAL GRADUATE DAY, LONDON

BUILDING A DIVERSE WORKFORCE

Our initiatives encourage returners and new starters to the industry to progress and we are targeting a higher representation of women at all levels. These include:

All of the recruitment-related agencies that we work with are required to provide a diverse selection of candidates for review to ensure broader EDI including gender representation.

Our Bucknall's First Rung initiative, led by our graduates, encourages NEETS (Not in Education, Employment or Training) into the construction industry.

We are targeting and actively engaging with both primary and secondary schools and colleges across the UK to promote careers in construction.

Our David Bucknall Scholarship provides financial assistance and support to construction students and is now in its third year.

Our Future Professionals Programme encompasses a number of work experience and internship programmes, cultivating young talent and helping them get into the construction industry.

Giving back to our communities is important, and our staff volunteered 2,500 hours over the past year.

PERCENTAGE OF FEMALE NEW STARTERS IN 2018:

22%

of our graduate intake

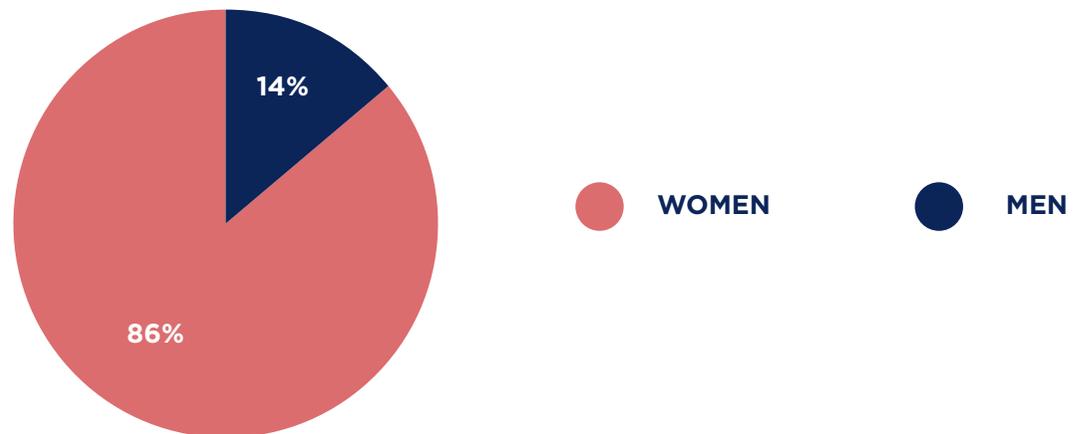
30%

of our apprentice intake

35%

of new starters

WORK EXPERIENCE AND INTERNSHIP PROGRAMMES IN 2018:



GENDER PAY RESULTS

HOURLY RATES AND BONUS PAY COMPARISONS

WOMEN'S HOURLY RATES:



26.4%
Lower (mean)

31.7%
Lower (median)



WOMEN'S BONUS PAY IS:



44.8%
Lower (mean)

25%
Lower (median)



EMPLOYEES WHO RECEIVED BONUS PAY:



68.8%
of men

63%
of women

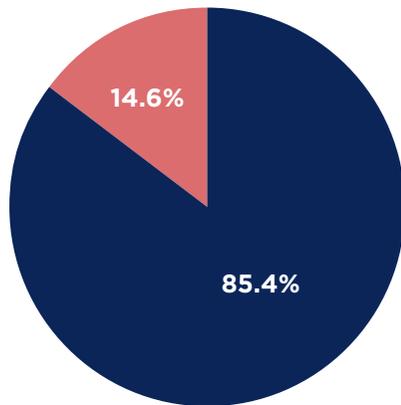


GENDER PAY RESULTS

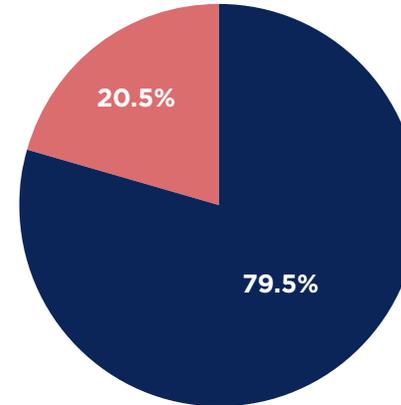
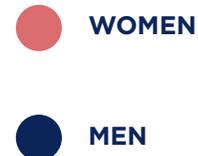
GENDER PAY QUARTILES: HOW MANY MEN AND WOMEN ARE IN EACH QUARTER OF RLB'S PAYROLL

Since our first Gender Pay Gap Report, our proportion of female staff has risen by 3% to 30%, compared to an industry average of 15%.

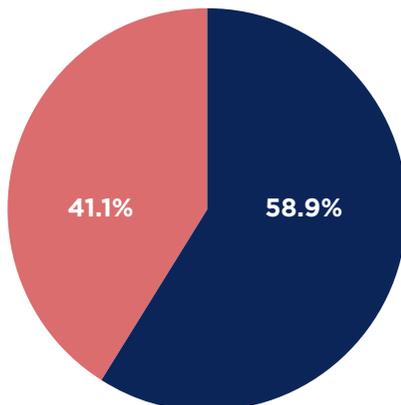
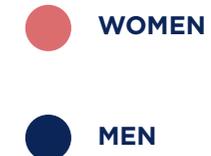
We have made further progress with a reduction of -4%, (42% of our lower quartile roles,) and increases of +7% (41.1% of lower middle quartile roles,) +3% (20.5% of upper middle quartile roles,) and +5% (14.6% of our most senior upper quartile roles,) now being carried out by women.



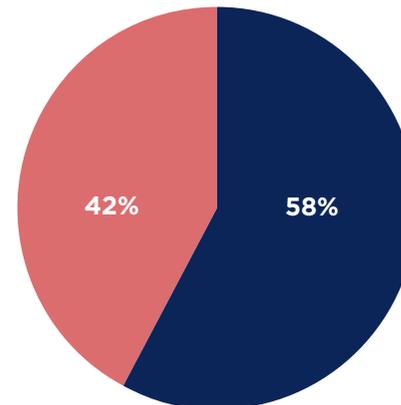
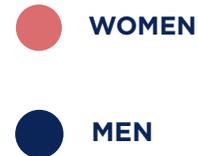
TOP QUARTILE



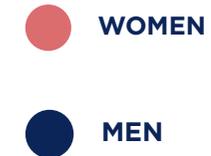
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE





DECLARATION

We confirm that Rider Levett Bucknall UK Ltd's gender pay gap calculations have been carried out in accordance with the requirements of the Regulations.

GET IN TOUCH



HILARY RICHARDSON

HR Partner

e. hilary.richardson@uk.rlb.com

t. +44 (0)7971 988239

RLB.com

AFRICA | AMERICAS | ASIA | EUROPE | MIDDLE EAST | OCEANIA

