

STORY

Gender Pay Gap Report 2017

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Do it right!

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Story Contracting is a fast-growing business and we have ambitious plans for the future.

We know that we are successful because of the skills, commitment and professionalism of our people who achieve great results through their hard work and dedication. In return, we aim to be an employer of choice and offer opportunities and reward which enable and encourage our people to achieve their full potential.

We work in a traditionally male-oriented industry but as a family business our values are an integral part of who and what we are. We are committed to being at the forefront of change and will be working to increase the representation of women at all levels across the business. As a smaller company, we can't offer the high number of opportunities which some of our competitors do, but we are committed to ensuring that we are a progressive employer. Not only does this make business sense but it opens the pool of excellent candidates available to us.

We accept that there are challenges ahead but this is just the beginning and we are fully committed to embracing change and promoting the way ahead at #Team Story.

1.0 Gender Pay Gap Statement and Report

As a company with more than 250 employees, Story Contracting is required by law to publish an annual gender pay gap report, taking into account snapshot data as at 5 April.

This is the report for 5 April 2017.

Story Contracting fully supports the principles of equal opportunities and is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment.

2.0 Gender Pay Gap Figures

	Difference Between Men & Women	
	Mean	Median
Pay Gap	35.03%	35.99%
Bonus Gap	-25.89%	-57.46%

Pay Quartiles by Gender

The table below shows the gender distribution across the business in four equal sized quartiles:

Band	Males	Females	Description
A	60.56%	39.44%	All employees whose standard hourly rate places them at or below the lower quartile
B	92.25%	7.75%	All employees whose standard hourly rate places them above the lower quartile but at or below the median
C	93.66%	6.34%	All employees whose standard hourly rate places them above the median but at or below the upper quartile
D	97.16%	2.84%	All employees whose standard hourly rate places them above the upper quartile

3.0 What does the gap mean?

We recognise that our gender pay gap shows that on average men are paid more than women in Story Contracting. It is clear however that the gap is not because of an equal pay issue. We ensure that men and women are paid equally for doing the same job.

At all levels within the Company, we employ more men than women – 86.41% male compared with 13.59% female across the Company as a whole – and this contributes

to our gender pay gap. This report provides information about Story Contracting as a whole but the gap differs across the business depending upon the services provided as this impacts on when hours are worked and the payment of premium rates.

In relation to payment of bonuses, on average women receive a higher bonus payment than men. This is due to differences in the way in which our bonuses are calculated and paid. We have two bonus schemes: the first is for some of our front-line colleagues, 99.7% of whom are male. It is calculated on hourly rate of pay and individual performance; the second is for office-based and managerial colleagues and is based on a percentage of salary as well as personal and business performance. Most of our female colleagues are employed in office-based roles and therefore entitled to participate in the second bonus scheme which has a higher overall entitlement.

4.0 How are we addressing the gap?

We take our responsibility for dealing with the gender pay gap identified very seriously and are working on strategies which will help us to do so. These include:

- Recruiting graduates and apprentices to support the future of the business and to ensure a more diverse workforce, encouraging more applications from women for roles which are traditionally male-oriented in our sector. Last year we employed two Graduate Engineers both of whom are female and thriving in their roles;
- Providing opportunities for future generations and young women to see our company as a positive place to work, through our involvement with initiatives and networks such as ‘Dream Placement’ and STEM (science, technology, engineering and mathematics);
- Reviewing our HR policies to ensure that they encourage women into our business, provide family-friendly support for all our working parents and confirm that Story Contracting is a great place to work;
- Working with our customers and other companies to collaborate on how we can address gender gaps across the sector and look for ways to improve the opportunities available to a more diverse group.

5.0 Review

This statement will be reviewed and updated on an annual basis in accordance with our legal obligation.

6.0 Review Status

Revision	Changes	Date
01	First Issue (Under Story Contracting Logo)	March 2018
02		