



Gender Pay Gap Report 2018

A handwritten signature in black ink that reads "J Butterworth".

Jason Butterworth
CEO

A handwritten signature in blue ink that reads "H Jameson".

Helen Jameson
HR Director

Do it right!

Contents

	Page
1.0 Gender pay gap statement and report	3
2.0 Gender pay gap figures	4
3.0 What does the gap mean?	4
4.0 How are we addressing the gap?	5
5.0 Review	5



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 a progressive employer and increasing 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 our company is one which provides high quality employment and equality of opportunity for all. Not only does this make business sense but it ensures that we have the best talent in the industry working for us.

We accept that there will be challenges and we are still at the beginning of our journey, however, 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 2018.

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	25%	31.5%
Bonus Gap	21%	16.3%

Pay Quartiles by Gender

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

Males	Females	Description
60.8%	39.2%	All employees whose standard hourly rate places them at or below the lower quartile
91.3%	8.7%	All employees whose standard hourly rate places them above the lower quartile but at or below the median
95.3%	4.8%	All employees whose standard hourly rate places them above the median but at or below the upper quartile
91.8%	8.2%	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.

As at 5th April 2018, we employed more men than women – 84.7% of our workforce was male compared with 15.3% female and this contributes to our gender pay gap. This report provides information about Story Contracting as a whole but the gender

pay gap differs across the business depending upon the services provided, as this impacts on when hours are worked and the payment of premium rates.

4.0 How are we addressing the gap?

We take our responsibility for dealing with the gender pay gap seriously and are working on strategies which will help us to improve. 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.
- 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 employment policies to ensure that they encourage women into our business and provide family-friendly support for all our working parents;
- 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.

In the last year we have:

- Introduced flexible working hours for office-based staff, creating a better work-life balance for all parents at Story, which is a particular benefit for working-mums.
- Enhanced maternity pay – we now pay sixteen weeks full pay during maternity leave for all expectant mothers with at least two years' service
- Increased the ratio of women who work in the business, from 13% to 15% (as at 5th April 2018)
- Employed female apprentices in roles traditionally seen as male, such as Plant Operators
- Continued to employ female Graduate Trainees in roles seen as traditionally male such as Engineers and Quantity Surveyors
- Increased the number of females in our top pay quartile from 2% to 8% (as at 5th April 2018)
- Introduced a new initiative called "Every Story" which is aimed at improving equality, diversity and inclusion across the company.

5.0 Review

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