

STORY



GENDER PAY GAP REPORT 2020

INTRODUCTION

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 **#TeamStory**.



A stylized, handwritten signature of Jason Butterworth in white ink.

Jason Butterworth, CEO



A stylized, handwritten signature of Helen Jameson in white ink.

Helen Jameson, HR Director

A background image showing three women in an office setting, smiling and looking at a document. The image is overlaid with a blue gradient.

STORY

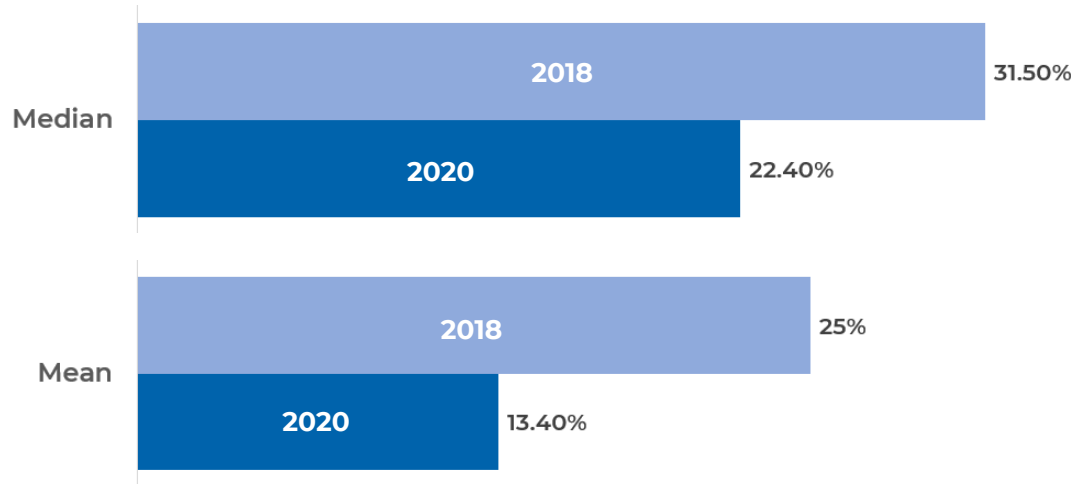
As a company with more than 250 employees, Story Contracting is required by law to publish an annual gender pay gap report, taking into account snapshot data as at 5 April. This is the report for 5 April 2020.

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.

GENDER PAY GAP FIGURES

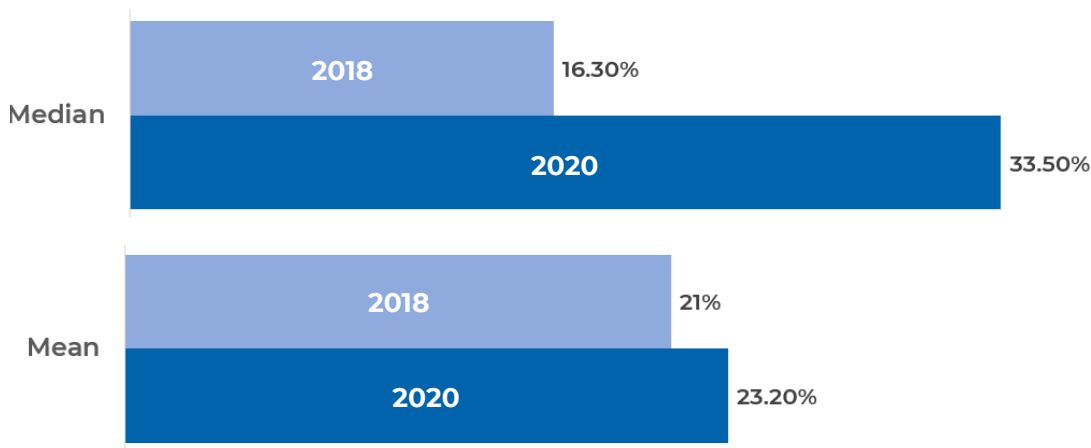
GENDER PAY GAP

In the 24 months from 5th April 2018 to 5th April 2020, Story Contracting's Median Gender Pay Gap and Mean Gender Pay Gap have both reduced.



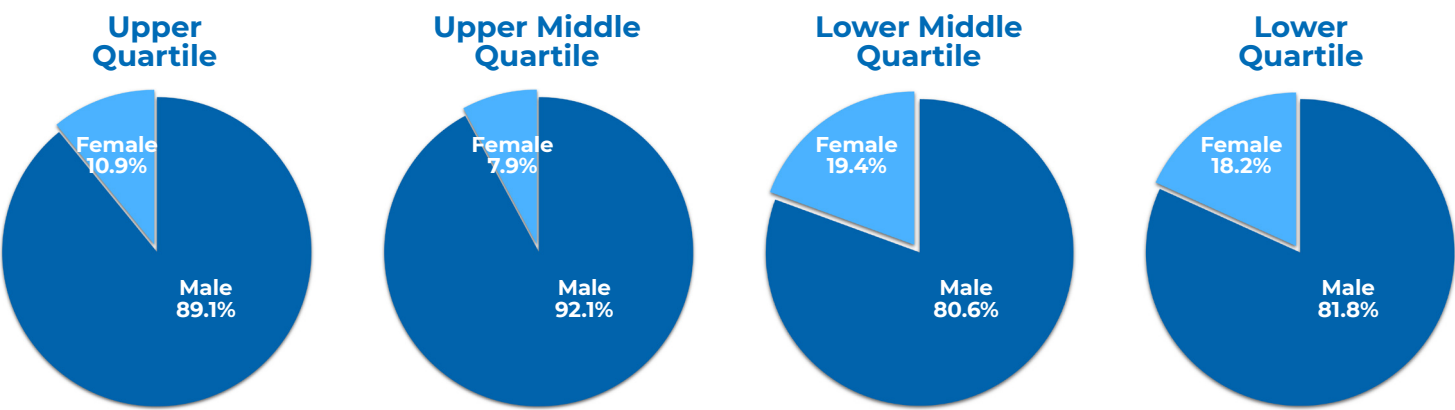
BONUS PAYMENTS

The percentage of females and males who received a bonus in the 12-month period preceding 5th April 2020, compared with 2018 are as follows:



PAY QUANTILES BY GENDER

The information below shows the gender distribution across the business in four equal sized quantiles. The number of males in our business outnumber the number of females in each quantile:



WHAT DOES THE GAP MEAN?

We are pleased that our gender pay gap has reduced since 2018. The mean gap has reduced from 25% to 13.4% and the median gap from 31.5% to 22.4%. However, we recognise that our gender pay gap still 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 2020, we employed more men than women – 85.8% of our workforce was male compared with 14.2% female and this contributes to our gender pay gap.

We continue to take our responsibility for dealing with the gender pay gap seriously and are working on strategies which will help us to close the gap. 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. We have introduced an Agile Working policy giving our people more choice over where they 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.

REVIEW

This statement will be reviewed and updated on an annual basis.

STORY

Carlisle Head Office

Burgh Road Industrial Estate
Carlisle, Cumbria,
CA2 7NA

Blantyre Office

Whistleberry Road
Blantyre, Glasgow, G72 0TA

Glasgow Office

9 George Square
Glasgow, G2 1QQ

Edinburgh Depot

Units 16 A & 16B,
Butlerfield Industrial Estate,
Bonnyrigg, Midlothian, EH19 3JQ

Chorley Office

Second Floor Building N5
Chorley Business & Technology Centre
Euxton Lane, Chorley,
PR7 6TE

Leeds Depot

Units 1 & 2 Ripley Drive,
Normanton Industrial Estate,
Normanton, West Yorkshire, WF6 1QT

York Office

Suite 3, Tower House Business Centre,
Fishergate, York, YO10 4UA

Birmingham Office

87 Caroline Street, Jewellery Quarter,
Birmingham, B3 1UP

Birmingham Depot

Unit 6 Avery Dell Industrial Estate,
Lifford Lane, King's Norton,
Birmingham,
B30 3DZ

Call us: 01228 590444

Email us: training@storycontracting.com

Opening hours: Mon - Thu 8am - 5pm, Fri 8am - 4pm

Find out more: storycontracting.com

