

STORY



Gender Pay Gap Report 2022

INTRODUCTION

Story Contracting Ltd is an ambitious, growing business with strong values, now employing around 1000 colleagues across England and Scotland.

Our People are the core of who we are, our values and our continued success. We aim to be an employer of choice for our people by offering career development opportunities, transparent and fair reward schemes and an inclusive workplace to encourage our people to fulfil their potential.

We work in the traditionally male-oriented Construction industry, but as a family business our core values are an integral part of who and what we are. We are committed to being a progressive and fair employer and increasing the representation of women at all levels across the business. We are committed to ensuring we provide high quality employment and equality of opportunity for all.

We are fully committed to embracing change and promoting the way ahead at #Team Story. Not only does this make business sense but it ensures that we have the best talent in the industry working for us.



A stylized white signature of Andy Joy on a dark blue background.

Andy Joy, CEO



A stylized white signature of Helen Jameson on a dark blue background.

Helen Jameson, People Director



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As a company with more than 250 employees, we are 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 2022.

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

**2022 MEAN
PAY GAP
19%**

**2022 MEDIAN
PAY GAP
0.9%**

BONUS PAYMENTS

**2022 MEAN
BONUS GAP
43.3%**

**2022 MEDIAN
BONUS GAP
-13.9%**

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:

UPPER QUANTILE

MALE

89.3%

FEMALE

10.7%

UPPER MIDDLE QUANTILE

MALE

93.3%

FEMALE

6.7%

LOWER MIDDLE QUANTILE

MALE

84.7%

FEMALE

15.3%

LOWER QUANTILE

MALE

71.3%

FEMALE

28.7%

WHAT DOES THE GAP MEAN?

We recognise that our gender pay gap still shows that on average men are paid more than women in Story Contracting Ltd.

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. We have a robust salary benchmarking programme which ensures all staff doing the same role are entitled to the same benefits and salary bracket.

As at 5th April 2022, we employed more men than women – 84.67% of our workforce was male compared with 15.33% female and this contributes to our gender pay gap. Some of these roles have been senior appointments to support the future growth and diversification plans for Story Contracting Ltd which has impacted the gender pay gap figures.

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. Over 40% of our Early Careers intake in 2021 was female.
- Providing opportunities for future generations and young women to see our industry as a positive place to work, through

our involvement with initiatives and networks such as 'Dream Placement' and STEM engagement with Schools, Colleges and Universities.

- Developing robust career pathway routes showing clear steps, entry requirements and salary packages for each role. We have also focused on developing career routes in support functions and non-traditional STEM positions in addition to STEM positions career development routes which has supported more women into senior positions not previously available.
- Providing mentors to our female staff to support personal growth and development.
- 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 recently introduced an Agile Working policy giving our people more choice over where they work. We continually review all of our HR policies to consider our Family Friendly and Maternity policies. We have increased our maternity pay in 2023 from 16 full weeks to 26 full weeks.
- 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.

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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

4th Floor, 148 Great Charles Street
Queensway, Birmingham,
B3 3HT

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

