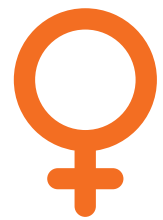


# GENDER PAY GAP REPORT

# 2019

BELLWAY HOMES LIMITED, AS THE PRINCIPAL EMPLOYER OF THE BELLWAY P.L.C. GROUP OF COMPANIES, PRESENTS ITS GENDER PAY GAP REPORT FOR 2019.



## Mean gender pay gap 2019

Mean	Median
15.1%	20.3%
Change from last year	
-2.3%	-4.5%

## Mean gender bonus pay gap 2018

Mean	Median
28.1%	20.0%
Change from last year	
-7.9%	-2.9%

## Proportions of employees who receive bonus pay 2019

	Male		Female
	68.7%		81.9%
	Change from last year		Change from last year
	+2.9%		-2.5%

## Why there is a gap

Our mean gender pay gap has reduced to **15.1%**, (2018 - 17.4%) which is below the national average of **17.3%** (Office for National Statistics figure for 2019). This positive reduction is as a result of more women being promoted into more senior roles, as evidenced by the increase of women employed within the upper quartile.

The gender pay gap (the difference in average pay between males and females) is because there are fewer women in more senior roles. The gender pay gap is different to pay equality which is about men and women receiving equal pay for work of equal value. This year the proportion of female employees who received a bonus reduced to **81.9%** (2018 - 84.4%) while the equivalent figures for our male employees increased to **68.7%** (2018 - 65.8%). However, the median bonus pay of males this year reduced to **20.0%** (2018 - 22.9%) higher than that of females.

More women than men receive a bonus because our sales advisors, who earn commission, are predominantly female. We operate seven different bonus pay arrangements, depending on job role and level of seniority and so a like-for-like comparison between the pay quartiles is not meaningful. For example, bonus pay includes gains on long term incentive awards which are only provided to the executive directors of Bellway p.l.c. and senior management, the majority of whom are male.

We are committed to making appointments on merit, against objective criteria. However, we recognise that the construction industry has been, and still is, generally regarded as a male-dominated industry. This is demonstrated by the current composition of our workforce, where **71%** (2018 - 72%) are males.

The construction industry has historically attracted men and so those in senior positions, where significant industry experience is required, tend to be male. In addition, a large proportion of the relatively lower paid site-based construction roles, which are generally occupied by men, are outsourced to sub-contractors. As a result these figures do not provide the full picture as they include the managers but not all of the workers.

## What we are doing to try to close the gap

During the last 12 months we have carried out the following activities to help with closing the gap and improving diversity within Bellway as a whole:

- We continue to deliver diversity and inclusion training for all managers.
- We continue to reinforce the message with our recruitment partners that we are actively seeking to encourage more women into construction.
- We continue to focus on the number of women in senior roles as part of our succession planning.
- We have rolled our Mental Health First Aid training to our employees and to date we have 75 Mental Health First Aiders.
- Through our Employee Listening Groups, we have considered if there are any barriers to progression for women and we have implemented changes accordingly. Diversity and Inclusion is a key theme at every meeting.
- We continue to monitor our Board KPI relating to the number of women in the senior management team. Our current level is **19.4% (2019 - 17.7%)** females.
- We were named FT Diversity Leader 2020 after ranking 286 out of 700 companies in Europe for Diversity and Inclusion by the Financial Times.
- We have reviewed job descriptions, person specifications and job adverts to ensure that they are inclusive.
- We conducted a facilitated senior leaders' workshop to establish our focus and Diversity & Inclusion strategy.
- We contribute to industry-wide discussions on diversity.

- We have engaged with the HBF Pathways into Construction and Women into Construction programme to attract more women into construction.
- We launched a new Bellway careers site, which includes testimonials from a diverse range of employees and includes a statement of inclusion.

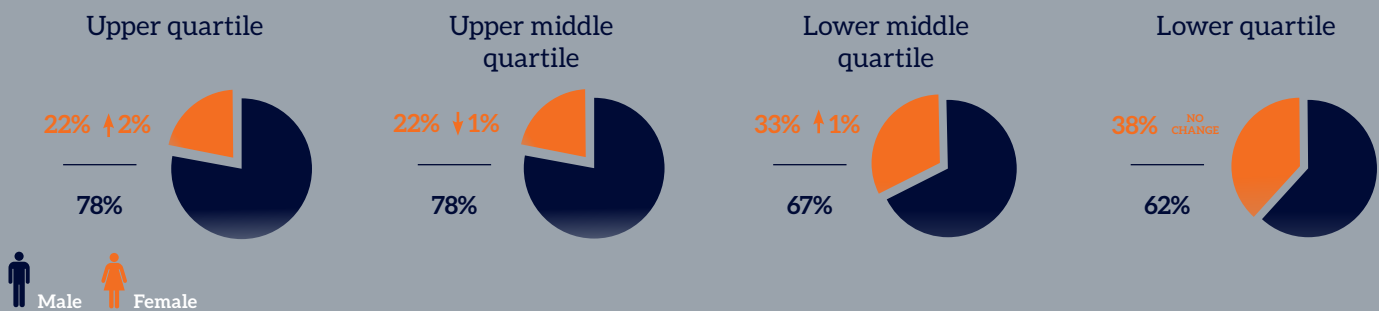
In addition to continuing our activities above, we plan to do the following in the next 12 months:

- We will roll out further equality and diversity training to employees which will include unconscious bias and inclusive conversations. This training will include toolbox talks which will also be delivered to sub-contractors to ensure inclusive work environments.
- We will introduce a new Leadership and Management Programme, focussed on developing women into senior roles.
- We will introduce core hours across the group to make working hours more flexible.

We have not yet made progress with some of the other areas we said we would do in last year's report, however, work on closing the gap is a long-term effort and these areas will be considered in due course:

- Pilot a returnship programme to encourage talented women back into the workplace.
- Identify mentors within the business who will help us to develop future female talent and promote good news stories.

## Proportions of employees in each pay quartile



## How we calculate the gap

The gender pay gap data is based on the hourly pay rate calculations for all of our 2,933 full-pay relevant employees and includes salary (after salary sacrifice), car allowance, travel allowance and any bonus or commission paid in the pay period ending 5th April 2019. The gender bonus pay gap data for bonuses paid in the year up to 5th April 2019 includes bonus, commission and income taxable proceeds on the exercise of discretionary long term incentive share awards.

The mean figures compare the average pay or bonus for a male employee with the average pay or bonus for a female employee across the whole company. The median figures compare the pay or bonus of the male employee and the female employee who occupy the middle position when ranked in order of pay or bonus.

## Declaration

I confirm the information and data reported is accurate as of the snapshot date of 5 April 2019.

*Jason Honeyman*

Jason Honeyman  
Director