

GENDER PAY GAP REPORT 2020

Bellway Homes Limited, as the principal employer of the Bellway p.l.c. group of companies, presents its gender pay gap report for 2020.



Why there is a gap

Our mean gender pay gap has increased to **15.8%, (2019 - 15.1%)** which is slightly above the national average of **15.5%** (Office for National Statistics figure for 2020). Despite the gap for Bellway widening by 0.7% it is evident from the quartiles that more women are being promoted into more senior roles (upper middle quartile - increase of 6% and lower middle quartile - increase of 3%).

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 **79.5% (2019 - 81.9%)** and the equivalent figures for our male employees also decreased to **64.8% (2019 - 68.7%)**. More women than

men receive a bonus because our sales advisors, who earn commission, are predominantly female.

Both the mean and median gender bonus pay gap have reduced by 18.9% and 18.8%. There are a couple of reasons for this, firstly as previously noted there are more women that have been promoted into senior roles. Secondly, some of our on-site employees (trades and labour) normally receive a weekly bonus for work completed, however we were in lockdown for part of the year due to the COVID-19 pandemic and therefore a higher proportion of employees were not in receipt of a bonus.

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 share awards which are only

provided to 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 **70% (2019 - 71%)** 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.

Proportions of employees in each pay quartile

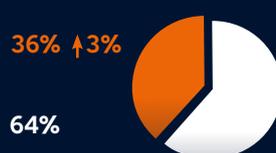
Upper quartile



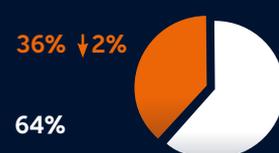
Upper middle quartile



Lower middle Quartile



Lower quartile



■ Male
■ Female

Gender pay gap 2020

Mean	Median
15.8%	18.6%

Change from last year

+0.7%	-1.7%
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Gender bonus pay gap 2020

Mean	Median
9.2%	1.2%

Change from last year

-18.9%	-18.8%
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Proportions of employees who receive bonus pay 2020



How we calculate the gap

The gender pay gap data is based on the hourly pay rate calculations for all of our 3,079 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 2020.

The gender bonus pay gap data for bonuses paid in the year up to 5th April 2020 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.

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 employees.
 - 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 continue to roll out Mental Health First Aid training to our employees and we also commenced the delivery of mental health awareness training.
 - We have held focus groups with employees regarding 'banter' in the workplace and developed bespoke training relating to inclusive conversations at work.
 - We continue to monitor our Board KPI relating to the number of women in the senior management team.
 - We have engaged with the HBF Pathways into Construction and Women into Construction programme to attract more women into construction.
 - We have introduced core hours to support employees with flexibility with regards to their start and finish times.
 - We have launched a new Equality, Diversity and Inclusion Policy which outlines Bellway's commitments to becoming a more inclusive employer.
 - We have launched our first diversity and inclusion focus group called 'Balance' focused on improving gender diversity across the business.
 - We have launched a Senior Leaders Development Programme focused on inclusive leadership, effective team working and communication and succession planning.
 - We contribute to industry-wide discussions on diversity.
- In addition to continuing our activities above, we plan to do the following in the next 12 months:**
- We will launch a new Agile Working Policy, which will provide employees with flexibility to work from home.
 - We will launch a new women's development programme to support the progression of women into senior roles.
 - We will launch leadership and management programmes to support the development of employees with a focus on diversity and inclusion.
 - We will launch further diversity and inclusion focus groups.
- 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:**
- Identify mentors within the business who will help us to develop future female talent and promote good news stories.

Declaration

I confirm the information and data reported is accurate as of the snapshot date of 5th April 2020.

Jason Honeyman

Jason Honeyman
Director