



# GENDER PAY GAP REPORT 2022

**Bellway Homes** Limited, as the principal employer of the Bellway p.l.c. group of companies, presents its **gender pay gap** report for 2022.



# Introduction

Bellway's success is a direct result of the talented people we employ. We know that a **balanced workforce** can make a business more successful.

**Encouraging diversity** of thought and bringing together people with different perspectives and experiences results in a more strategic, higher performing and creative business. This is why our Better with Bellway sustainability strategy incorporates our commitment to provide a workplace in which people can be

themselves and fulfil their potential. One of our key strategic ambitions is to become an Employer of Choice. In our 2022 engagement survey 95% of employees said that Bellway is a great place to work.

**Gender Pay Gap** analysis allows us to continually monitor and review comparative pay of men and women within our business. This report presents statistical data regarding gender pay at Bellway along with commentary relating

to these statistics. It also sets out some of the key actions we are taking to improve the gender pay gap **within the business**.

Our Gender Pay Gap is calculated in line with the **UK Gender Pay Gap regulations**. Data relates to employees who were paid by Bellway Homes Limited (the principal employer of the Bellway p.l.c. group of companies) on **5 April 2022**. Contractors and agency workers are therefore excluded.

## Gender Diversity at Bellway

This section presents data regarding the demographics within our business, at the snapshot date of **5 April 2022**.

**34% of the workforce were women**, which is 20 percentage points above the figure for the construction industry as a whole, with Go Construct reporting women make up just **14% of the total workforce** in the sector.

This is due to more women employed in our divisional offices and our site-based sales teams. We acknowledge that there is more work to be done in our remaining site-based teams, specifically **site management** and trade roles to create more gender balance. Our early careers programmes are key to helping us attract more women into the industry.

## How our Gender Pay Gap is calculated

The mean pay and bonus gaps compare the average hourly pay and bonus pay for a male employee against the average hourly pay and bonus pay for a female employee, **across the whole company**.

The **median pay and bonus gaps** represent the middle point. The median pay and bonus gaps compare the pay and bonus pay of the male employee and the female employee who occupy the middle position when ranked in order of pay or bonus.

## Why do we calculate both the mean and median?

The mean is calculated by adding up the average hourly or bonus pay of employees and dividing that figure by the number of employees.

This means the **final figure** can be distorted by a small number of highly paid individuals. The median is the number that falls in the middle of a range when everyone's hourly or bonus pay are lined up from smallest to largest.

If there is a lot of **variation in pay**, the median can be more representative.

## Our Gender Pay Gap 2022

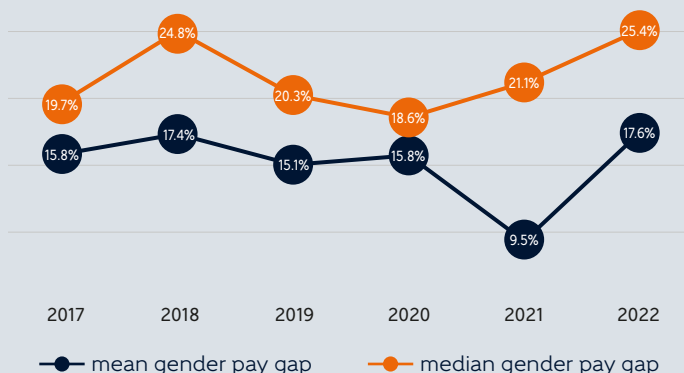
We have calculated our gender pay gap based on our April **2022 payroll data** and in line with the UK government guidance regarding how the data should be analysed.

Average pay for women has decreased over the reporting period whilst average pay for men has increased. The mean hourly rate was £22.61 for women (down by **1.4% from last year**) and the mean hourly rate for men was £27.45 (up by **8.4% from last year**).

This is due to a larger proportion of females commencing lower paid roles, as highlighted in the **12% increase** if females in the lower quartile detailed below and due to more men occupying senior positions.

## Median and Mean Gender Pay Gap Data - by Year

Both our **mean and median** gender pay gaps have increased since our last report.



## Our Quartile Pay Band Data

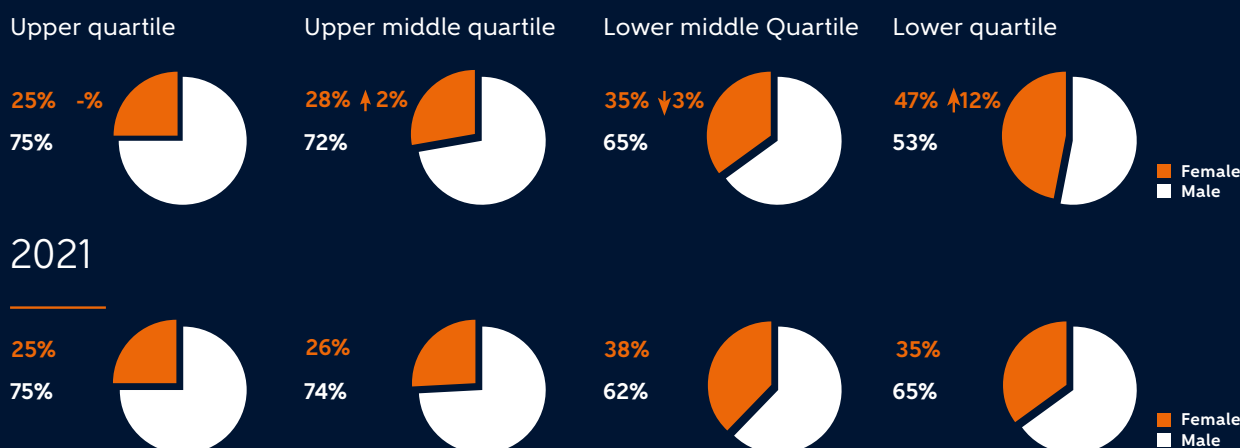
The quartiles represent hourly pay rates across Bellway from the lowest to the highest, **split into four equal groups**.

The proportion of women in the upper quartile has remained the same over the previous reporting period. In the upper middle quartile, there was an **increase of 2% and 12% in the lower quartile respectively**. There was a decrease of 3% in the proportion of women in the lower middle quartile.

If we look at the data over the full six years of gender pay gap reporting, the proportion of women in the upper quartile has **increased from 22% in 2017 to 25% in 2022** and in the upper middle quartile from 23% in 2017 to 27% in 2022. This suggests that our focus on attracting females into entry level site and **professional roles**, in order to provide a pipeline of talent for the future, is starting to have an impact.

We have **28 women** and **22 men** undertaking Elevate, our accredited middle managers programme, which is helping us develop our middle managers. In order to make more rapid progress, we need to consider **robust actions** which will further **support women** into senior roles within the business, and some of these actions are referenced in our action plan on page 4.

## Proportions of employees in each pay quartile 2022



## Our Gender Bonus Pay Gap 2022

We have calculated our gender bonus gap based on our **bonus data** for the **12 months** to April 2022 and in line with the UK government guidance regarding how the data should be analysed.

In this period **79.7% of women** and **70.2% of men** received a bonus. The overall proportion of employees who received a bonus increased significantly compared to the previous reporting period, when annual bonuses were not paid to the majority of employees due to the impact of COVID-19. In addition, **more women** than men received a bonus, due to sales advisors receiving commission, which is a role primarily carried out by women across the Group.

The median **bonus pay gap is 22.2%**. The difference is largely accounted for by the fact that more men than women occupy senior positions within the business, which attract a higher bonus payment structure.

## Industry Benchmarks

To help us understand the challenges facing our wider industry, we have analysed some of the **gender pay gap data** published by organisations who we consider to be our **immediate competitors** and who operate in the same (or similar) space to ours.

We have concluded that we compare well to most organisations of a similar size in **both mean and median figures**.

## Action Plans

We remain committed to significantly reducing our gender pay gap by focusing on attracting, retaining and empowering talented women within our business. In support of this goal, we have delivered a number of the actions we committed to in our last report, in particular;

- We have continued working towards our aspiration of becoming an **Employer of Choice** and attract, develop, support and retain a diverse workforce across all job levels. Positively 95% employees said that Bellway is great place to work.
- We launched our new inclusivity strategy in September 2022 which outlined our **commitment and targets**.
- We have now achieved bronze status with the recognised inclusion standard Clear Assured.
- As part of our **Elevate Middle Managers Development Programme**, we have implemented a sponsorship programme which mentors high potential **female leaders** within the business.
- We continue to deliver our Senior Leaders Development Programme focused on inclusive leadership, effective team working and communication and succession planning. To date, **45 senior leaders** have completed the programme (6 women and 39 men).
- We have implemented a structured process for senior recruitment aimed at minimising unconscious bias and improving diversity during the recruitment process as well as launching inclusive hiring and training for all hiring managers.
- We launched our 'I am Unique' campaign, collecting additional diversity and inclusion data to better understand our workforce.
- Our diversity network, Balance, continues to focus on improving gender diversity across the business.
- Working in collaboration with Women into Construction, the Homebuilders Federation and 8 other housebuilders, we have launched the **Women into House building Programme**.

- We continue to engage with **557 schools** to build a greater awareness of the careers available in housebuilding and to support a recruitment pipeline.
- We continue to monitor our KPI relating to the number of women in the senior management team. 21% of our senior managers are women, which is 1.5 percentage points higher than last year.
- We have trained 1:32 of our people as **Mental Health Advocates** and 1:16 of our people in mental health awareness. Our mental health awareness course is now mandatory for all people managers within the business.
- As part of our ongoing focus on early careers talent, we recruited just over 100 apprentices and graduates.
- We have been named as one of the **Top 100 Apprenticeship employers**, and achieved **Gold 5% club** membership.

In addition to continuing our activities above, we will focus on the following areas over the next 12 months;

- We will work towards achieving **silver status with Clear Assured**, which is aligned to our inclusivity strategy.
- We will train 1:10 of our people as **Mental Health Advocates** and 1:5 of our people in Mental Health Awareness by June 2024.
- We will continue to support early careers talent and as part of this we plan to recruit **85 apprentices and graduates in 2023**, which will work towards Bellway achieving the target of 12% of the workforce being in an earn and learn from by July 2024.
- The Balance network will focus on developing menopause guidance and support, increasing awareness of prostate/cancer support and understanding the barriers and **challenges** women face working on-site.
- We will launch further diversity and inclusion groups, based on feedback from employees.
- We will continue working towards our target to increase the proportion of women in our senior leadership team to **25 % by July 2025**

The gender pay gap data is based on the hourly pay rate calculations for all of our **2,746 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 5 April 2022.

The gender bonus pay gap data for bonuses paid in the year up to **5 April 2022** includes bonus, commission and income taxable proceeds on the exercise of discretionary long term incentive share awards.

## Declaration

I confirm the information and data reported is accurate as of the snapshot date of **5 April 2022**.

*Jason Honeyman*

Jason Honeyman  
Director



**Bellway**