



## **Gender Pay Gap Report 2022**

# Contents

---

<b>How Does It Work?</b>	<b>4</b>
<b>The Results</b>	<b>5</b>
<b>Comments Regarding the Figures</b>	<b>6</b>
<b>Staffing Table</b>	<b>7</b>
<b>What Does SDC Do Now?</b>	<b>8</b>
<b>What More Can SDC Do?</b>	<b>9</b>

# What Is It?

---

As an employer with over 250 employees, SDC is required by law to undertake Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for all relevant employees at the prescribed snapshot date.

There is a requirement to publish the results on the company website and a government website within a year of the snapshot date of 5th April.

The gender pay gap should not be confused with equal pay. Equal pay concerns pay differences between men and women who carry out the same or similar jobs or undertake work of an equal value. Whereas the gender pay gap is concerned with the differences in average pay between men and women.

# How Does It Work?

---

This process requires 6 calculations to be made in order to ascertain the difference between the average earnings of men and women within SDC.

The calculations to be made are as follows:

- Mean gender pay gap in hourly pay, expressed as a percentage
- Median gender pay gap in hourly pay, expressed as a percentage
- Mean bonus gender pay gap, expressed as a percentage
- Median bonus gender pay gap, expressed as a percentage
- The proportion of males and females receiving a bonus; and
- The proportion of males and females in each pay quartile.

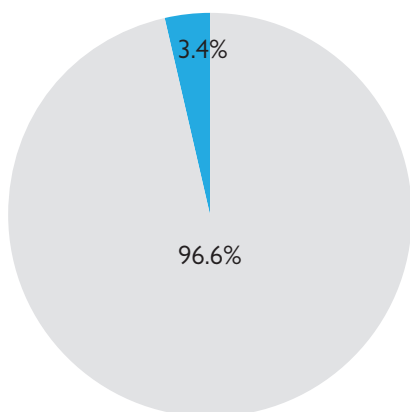
# The Results

SDC Builders Limited has undertaken the required calculations and the results are as follows:

- The mean gender pay gap is 29.0% (2021-26.2%)
- The median gender pay gap is 24.2% (2021-24.5%)
- The mean bonus gender pay gap is 45.9% (2021 – 44.6%)
- The median bonus gender pay gap is 44.1% (2021 – 42.0%)
- The proportion of male employees receiving a bonus is 95.3% (2021 - 95.6%) and the proportion of female employees receiving a bonus is 91.8% (2021 – 89.8%).

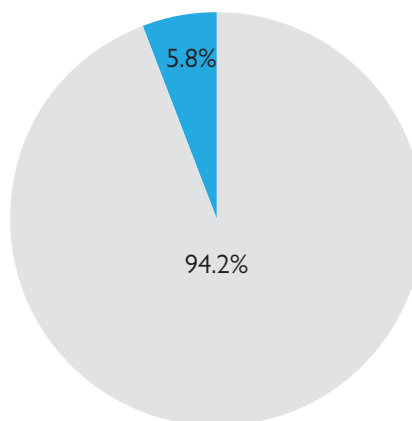
## Pay Quartiles By Gender

Upper Quartile



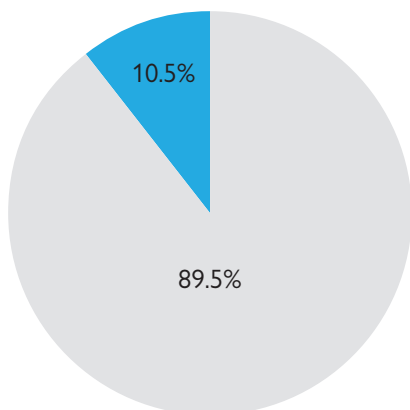
2021 ■ 7.0% ■ 93.0%  
■ Female ■ Male

Upper Middle Quartile



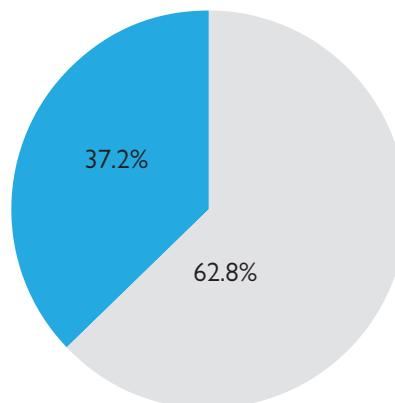
2021 ■ 91.9% ■ 8.1%  
■ Female ■ Male

Lower Middle Quartile



2021 ■ 84.9% ■ 10.5%  
■ Female ■ Male

Lower Quartile



2021 ■ 62.8% ■ 37.2%  
■ Female ■ Male

# Comments Regarding the Figures

---

Whilst looking at the figures, it is important to remember that SDC Builders Limited is part of the construction industry, a sector that has historically been male dominated. In view of this and the fact a vast number of our senior and management staff have had long service with the company, the figures continue to reflect this historical position within this industry.

Of the 345 employees reported on, 296 are male and 49 are female (2021 - 295 and 49).

In excluding employees that were not on full pay at the snapshot date, the figures will exclude female employees on maternity leave, of which there were several at the date in question.

# Staffing Table

Department	Total	Male	Female	% of females
Accounts	8	4	4	50%
Administration	12	0	12	100%
Bedford Plant Hire	15	13	2	13%
Buying	8	6	2	25%
Contracts-Managers	80	77	3	4%
Contracts-Operatives	42	42	0	0%
Design	27	23	4	15%
Estimating	8	8	0	0%
HR & Development	7	3	4	57%
IT	9	8	1	11%
Limegrove	4	4	0	0%
Planning	7	6	1	14%
QS	24	22	2	8%
Sales	13	7	6	46%
Services	17	16	1	6%
SHEQ	11	7	4	36%
Special Projects	53	50	3	6%
Total	345	296	49	

# What Does SDC Do Now?

---

SDC operates a management trainee scheme, where an intake of enthusiastic candidates are engaged to learn the different aspects within the organisation and hopefully find a role they feel suits them best.

The snapshot period for the gender pay gap sees an equal mix of male and female and it is hoped that with the skills they obtain as part of the company they will continue to work as part of the SDC family and progress into advanced roles within the company.

SDC aims to accommodate any women returning from maternity leave to fit in with their needs and are open to negotiations regarding changing hours but we have to be conscious that we are a commercial organisation and as such are only able to accommodate the changes if it is suitable for the role that person is engaged in and doesn't negatively impact on SDC's clients.



# What More Can SDC Do?

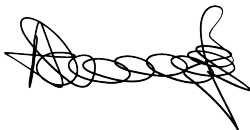
---

SDC will commit to encourage women into the construction industry and support career development and will use the gender pay gap information to improve and develop business strategies.

SDC will promote construction careers to females during school, college career and STEM events, and encourage them to apply for positions on the management trainee scheme.

SDC will continue to consider methods of keeping and attracting female workers such as flexible working, part time working and job share.

Signed:



Date: 17/03/2023

**Adam Knaggs**  
**Managing Director**



Limegrove House  
Caxton Road  
Bedford  
Bedfordshire  
MK41 0QQ

Tel: 01234 363155  
[www.sdc.co.uk](http://www.sdc.co.uk)