

## Gender Pay Gap Analysis 2022

### Introduction

All UK organisations which employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

Smith & Byford is a family owned and operated Building Services Company. Established in 1966 and now with more than 380 employees, not only are we committed to the development of excellence in service delivery; we are also dedicated to ensuring Smith & Byford is a place for all by celebrating and supporting diversity and inclusion. When it comes to gender equality we are committed to creating a level playing field so everyone has an equal chance of success. This applies to all our processes and policies, ensuring opportunities are fair and equitable for all.

### Equal pay for equal work

We are confident all members of our team are paid equally for equivalent jobs. Our roles are classified by level and type in the organisation, enabling us to identify like-for-like roles. This means we can accurately measure and eliminate pay disparity and gives us the ability to recruit gender neutrally because pay is benchmarked by role. A continued emphasis on equal pay is important to the Board and each year we analyse pay to ensure the parity we have worked to achieve is maintained.

### Gender pay analysis

Gender pay measurement, as defined by the gender pay legislation, is distinct from equal pay as it is not measuring the consistency of pay for roles of the same level. Instead it compares the average pay by gender of all roles collectively. We know that our gender pay gap is due to the number of females within our business, at senior levels.

It is widely known that the engineering sector suffers from female under-representation. This is something Smith & Byford is determined to address by attracting more women to the industry and supporting the development of more females into senior and technical roles within our Business. Our current overall representation is 74% men (a increase from 71% in 2021) and 26% women (a reduction from 29% in 2021). In the Upper middle quartile, we are currently represented by just 5% females (down from 6% in 2021). This quartile is generally inclusive of our qualified engineers, which historically has been populated by men. By attracting more women to the industry and supporting their development, we can all realise the benefits that greater diversity brings.

### Proactive approach

As part of our plan to address the gender pay gap, we introduced a number of pro-active measures; from prioritising flexible working to supporting and developing female leaders through leadership and development training courses. We will continue to develop and monitor the trend as noted above.

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Recognising the under-representation in our industry and the looming skills crisis, Smith & Byford are proud to have been involved in pioneering initiatives such as 'Wired for Success'. We worked with one of our Clients and a training body to develop a two-year training programme based around the new NVQ Level 3 Certificate in installing, testing and compliance of electrical installations in a dwelling. Traditional routes to becoming an electrician are not flexible enough to accommodate women's needs, and perceptions that this non-traditional environment is unsuitable for females further discourages them from seeking a career in the industry. The pilot course supported 12 female apprentices through their training with a flexible approach to learning and skills development.

### **Long term goals**

We are aware that it is a challenge to impact our gender pay gap in the short term. We have set long term goals to carry out in-depth training, support and succession planning. Our apprenticeship scheme is key to our succession plans; we manage a large apprenticeship scheme, consisting of around 10-15% of our total workforce at any one time. We aim to drive long-term change and work proactively with local colleges and schools, with the aim of inspiring the next generation of female engineers and technical skilled employees. We do also recognise that by driving the recruitment of further female apprentices, they will be joining the organisation into predominantly entry level roles. Whilst this is a positive step for the future of our workforce, it may reflect negatively on our gender pay gap in the short term.

### **Findings**

#### *Difference in Hourly Rate*

- Womens mean hourly rate is 19% lower than men's (a reduction from 24% in 2021)
- Womens median hourly rate is 28% lower than men's (equal to 2021)

The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

### **Proportion of women in each pay quartile**

The below outlines the distribution of gender across four equal quartiles of pay from the lowest 25% of earners to the highest 25% of earners.

Top quartile – 8% W 92% M  
Upper middle quartile – 5% W 95% M  
Lower middle quartile – 50% W 50% M  
Lower quartile – 39% W 61% M

The Board have reviewed the findings of the Gender Pay Gap analysis and have confirmed that the published information is accurate.



Will Smith, Managing Director