

## Gender Pay Gas Analysis 2024

### Introduction

All UK organisations employing over 250 employees are required to report annually on their gender pay gap. The gender pay gap represents the difference in the average earnings of men and women over a standard period, irrespective of role or seniority.

Smith & Byford is a family-owned and operated Building Services Company. Established in 1966 and now with more than 450 employees, we are committed to delivering excellence in service while fostering an inclusive workplace. Diversity and inclusion are fundamental to our values, and we strive to create a level playing field where everyone has an equal opportunity for success. This commitment is reflected in our policies and processes, ensuring fairness and equity for all.

### Equal pay for equal work

We are confident that all members of our team receive equal pay for equivalent roles. Our structured classification system allows us to benchmark pay accurately and eliminate disparities. This ensures gender neutrality in recruitment and supports our commitment to maintaining pay parity. The Board conducts an annual analysis to uphold this standard.

### Gender pay analysis

The gender pay gap measurement, as defined by legislation, differs from equal pay as it evaluates overall average pay by gender rather than pay consistency for equivalent roles. We recognise that our gender pay gap is influenced by the underrepresentation of women in senior positions.

The engineering sector has long faced challenges in attracting and retaining female talent. At Smith & Byford, we are actively working to address this by encouraging more women to join the industry and by supporting career progression into senior and technical roles. Our overall workforce representation now stands at 75% men (an increase from 73% in 2023) and 25% women (a decrease from 27% in 2023). In the Upper Middle Quartile, female representation is currently 4% (down from 6% in 2023). This quartile primarily includes qualified engineers, a traditionally male-dominated sector. By continuing to promote diversity in recruitment and career development, we aim to drive meaningful change.

### Proactive approach

To address the gender pay gap, we have implemented a range of proactive measures, including flexible working arrangements and leadership development initiatives for women. We are committed to

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monitoring progress and adapting strategies as needed. Recognising the skills gap within our industry, we remain dedicated to pioneering initiatives such as 'Wired for Success,' which supports female apprentices through flexible training pathways. The programme provided women with alternative routes into electrical and engineering careers, helping to break traditional barriers.

### **Long term goals**

We acknowledge that closing the gender pay gap requires a long-term approach. Our focus remains on targeted training, mentorship, and succession planning. Our apprenticeship scheme, which comprises approximately 10-15% of our total workforce, plays a crucial role in these efforts. By working closely with local schools and colleges, we aim to inspire the next generation of female engineers. While increasing female apprentice recruitment is a step in the right direction, we recognise that the initial concentration in entry-level roles may impact short-term gender pay gap figures. However, we remain committed to long-term change.

### **Findings**

#### **Difference in Hourly Rate:**

- Women's mean hourly rate is 19% lower than men's (a decrease from 20% in 2023)
- Women's median hourly rate is 27% lower than men's (a decrease from 28% in 2023)

The mean hourly rate represents the overall average wage across the organisation, while the median hourly rate identifies the middle-paid employee's wage. Both measures provide insight into any pay disparities across the business.

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

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

- **Top quartile** – 9% W, 91% M
- **Upper middle quartile** – 4% W, 96% M
- **Lower middle quartile** – 48% W, 52% M
- **Lower quartile** – 38% W, 62% M

The Board has reviewed the findings of the 2024 Gender Pay Gap analysis and confirms the accuracy of the published information.



**Will Smith, Managing Director**