

## Trad Scaffolding Co Ltd Gender Pay Gap Supporting Statement for 2017

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Trad Scaffolding Co Ltd is one of the leading UK Scaffolding Contracting Companies.

### Results

Mean Gender Pay Gap	-5.8%
Median Gender Pay Gap	-5.7%
Mean Bonus Gender Pay Gap	79.8%
Median Bonus Gender Pay Gap	60.3%

Proportion of Males and Females receiving a bonus payment: 11.7% Male, 93.8% Female

### Pay Quartiles by Gender

Proportion of different genders in the lower quartile:	99% Male	1% Female
Proportion of different genders in the lower middle quartile:	90% Male	10% Female
Proportion of different genders in the upper middle quartile:	97% Male	3% Female
Proportion of different genders in the upper quartile:	92% Male	8% Female

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The Scaffolding Industry as a whole is very heavily male dominated. Of our employees, only 1 in every 18 are female. Very few females choose scaffolding as a career. This can be seen by the extremely low proportion of women in the pay quartiles. While it's quite rare to have women scaffolders, we do have a good proportion of women in Commercial and Administrative roles.

As the less Technical roles are heavily male dominated and tend to be in the lower to lower middle pay quartile the Mean and Median Pay Gap is negative.

As our more senior Director positions are male dominated, the mean and median Bonus pay gap is quite significant.

Trad Scaffolding Co Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or any other characteristic set out above.

Trad Scaffolding Co Ltd is also a supporter and partner of "The InspireMe" campaign. This is campaigning for women to seek and be given the chance to obtain leadership roles in the Construction Industry.

This statement confirms that the information presented is accurate and is signed by Mehmet Osman, Group Finance Director.

**Mehmet Osman**



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