



Annual Gender Pay Gap Report at 5th April 2018

Lyndon Scaffolding Limited (“Lyndon”) is required by law to publish an annual gender pay gap report. This is our first report for the snapshot date of 5th April 2018 – on this date Lyndon employed 574 relevant employees.

Gender Pay Profile

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Category	2018, Percentage	2017, Percentage
Mean Gender Pay Gap	10.0%	11.4%
Median Gender Pay Gap	8.7%	12.5%
Mean Gender Bonus Gap	24.2%	52.9%
Median Gender Bonus Gap	-33.3%	-57.2%
Proportion of Male Employees Receiving a Bonus	25.8%	29.3%
Proportion of Female Employees Receiving a Bonus	65.2%	60.0%

Pay Quartiles by Gender

Band	Males	Females	Description
A	92.9%	7.1%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	97.9%	2.1%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	98.6%	1.4%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	95.0%	5.0%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures clearly show that there is a significantly low proportion of female employees across all quartiles, which reflects the fact that almost 82% of our workforce is either site or yard-based for which there is little, or no female participation on an industry-wide scale.

Comparisons

	Lyndon	2018 ONS ASHE UK National	2018 ONS ASHE Construction Sector
Mean gender pay gap	10.0%	17.1%	11.0%
Median gender pay gap	8.7%	17.9%	16.3%

Lyndon has taken strides to reduce the gender pay gap over the year as evidenced by the lower mean and median percentages for 2018 and still compares favourably to the rest of the construction industry and to the wider national position on both mean and median measures.

The company is committed to providing equal opportunities and has a clear policy of paying employees equally for the same or equivalent work, wherever possible ensuring that all employees receive market rates of pay in line with their location and role. Therefore it is expected that the business will remain ahead of both the industry and national position for the foreseeable future.

I, Keith Addis, Financial Director, confirm that the gender pay gap data contained in this report for Lyndon Scaffolding Limited is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (ACAS).

Signed *Keith Addis*

Date 1st April 2019