

GENDER PAY REPORT 2020

About Taziker Industrial

Taziker is a multi-discipline engineering specialist undertaking large scale infrastructure projects throughout the UK. Operating from our Head Office in Lancashire, we provide a nationwide service with a self-delivery capability to a variety of sectors including rail, highways, environment, heritage, utilities and defence.

What is gender pay gap reporting

Regulations require all companies with 250 or more employees to publish details of their gender pay and bonus gap annually. This report covers staff employed at 5 April 2020. Legislation requires that we report gender pay gap statistics for each separate legal entity within the group.

What is the gender pay gap?

The gender pay gap measures the difference in the pay of men and women – regardless of the nature of their work. It can be affected by the different number of men and women across all roles and seniority levels. This is different to an equal pay comparison, which compares pay for men and women for work of equal value.

What's included in the calculations?

Hourly pay includes basic pay, car allowances (where paid as cash), shift premium pay and other allowances. Excluded are overtime, redundancy and benefits in kind along with the employees on family or sick leave. Bonus pay for the year ended 5 April 2020 includes performance and productivity bonuses.

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean average for both men's and women's hourly pay and report the percentage difference.

The median involves listing all the numbers in numerical order. The median is the middle number. We calculate the median for men's and women's hourly pay and report the percentage difference.

Our gender pay gap

	2020	2019
Mean gender pay gap	13.9%	18.2%
Median gender pay gap	26.0%	30.3%
Mean bonus gender pay gap	43.4%	-5.0%
Median bonus gender pay gap *	71.6%	73.2%
Proportion of males receiving a bonus payment	71%	74%
Proportion of females receiving a bonus payment	77%	86%

* A negative figure means the pay gap is in favour of women

Pay quartiles

When we arrange our hourly rate information in value order and divide it into four equal sized quartiles, the proportion of women in each quartile is:

	2020				2019			
	Male	Female	No of men	No of women	Male	Female	No of men	No of women
Lowest	79%	21%	34	9	83%	17%	52	11
Quartile 2	91%	9%	39	4	92%	8%	58	5
Quartile 3	100%	0%	43	0	98%	2%	62	1
Highest	88%	12%	37	5	94%	6%	59	4

Why do we have a gender pay gap?

We operate in the construction industry which is historically male dominated, and this gap is highlighted by some of the roles men and women have traditionally performed within the industry and the salaries they attract. Our organisation is comparable with our industry peers in having a gender imbalance in our working population. Men outnumber women at every level in the business, and this is the primary cause of our gender pay gap. We employ a large skilled workforce of operatives where women are visibly under-represented. We are an equal opportunities employer and are confident that our employees receive equal pay for the same or work of equal value.

We believe that creating an environment where people can work, grow and succeed, irrespective of gender is vital to our success. A diverse workforce will make us a better business and we are committed to making Taziker a great place to work, where our people thrive, and can be at their best, every day. The actions we take to reduce our gender pay gap will be based on merit. Our focus is on recruiting talent, creating the environment to develop and ensuring equal access to opportunities. Further investment in our people will support our continued efforts to reduce the gender pay gap and efforts to attract women into this male dominated industry. We will continue to look at ways to attract and select more women into senior roles to gain a higher percentage of female representation across the business.

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with the ACAS guidance on managing gender pay.



JANE C RATCLIFFE
CHIEF FINANCIAL OFFICER

5 October 2021