

Walker Construction (UK) Ltd Gender Pay Statement 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, it will not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website. We will do this within one calendar year from April 5th 2017.

We can use the results to assess:

- The levels of gender equality in the workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded
- The challenge in our organisation and across the UK to eliminate any gender pay gap.

Gender pay reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and PAYE payroll records. All data is based on hourly rates of pay.

Findings for 2017:

1.	Average gender pay gap as a mean average		19.8%
2.	Average gender pay gap as median average		12.5%
3.	Average bonus gender pay gap as a mean average		100%
4.	Average bonus gender pay gap as a median average		100%
5.	Proportion of staff eligible for bonus, actually received it	Male 2.23% (1 person)	Female 0%
6.	Proportion of men and women in the four banded pay groups	Male	Female
	Upper Quartile	89%	11%
	Upper Middle Quartile	92%	8%
	Lower middle quartile	86%	14%
	Lower quartile	75%	25%

Walker Construction is an equal opportunities employer and have in place salary bandings, irrespective of gender. We employed 260 employees 85.8% men and 14.2% women. We are passionate about fairness, equality and inclusion, we will strive to improve our gender pay gap and will publish results voluntarily in 2019.

Calculations have been based on an average of 45 hours per week, however, our senior management population are required to work the hours necessary for the role.

If you have any questions regarding Gender Pay reporting please contact Pamela Lilley, Human Resources Manager.



Phil Webb
Managing Director