



Gender Pay Gap Report Snapshot 5 April 2022



marlborough
we understand, we deliver



Forward from our Managing Director



At Marlborough we believe that an inclusive business provides more innovation, challenge and opportunities to grow. With 30 years of experience managing a portfolio of surfacing, highway maintenance, road marking, traffic management, street lighting and infrastructure projects, we recognise the importance of creating an environment where everyone can work to their potential regardless of their gender in order for us to achieve our vision to be 'the people that people want to work with'.

We know that low pay disproportionately affects women, with a fifth of women in work paid below the real Living Wage, compared to 14% of men. We have been a real living wage employer since January 2021 and have gone beyond the requirements of this accreditation by also paying all our apprentices the living wage as a minimum. We have also undertaken a review of our benefits package to ensure fairness and consistency across the business.

We are proud to have females in senior positions. Our management board has 37.5% female representation. This is significantly higher than the proportion of females in our workforce which is currently 15%. We want to do more to encourage women at all levels of the business to build their careers with us. We face the same challenges as the whole construction industry: a need to diversify our workforce with a small pool to recruit from. We also want our workforce to reflect the communities we work in. To help us understand more on the positive action we can take to improve, we partnered with an external consultancy company (EW Group) to undertake an Equality, Diversity and Inclusion audit. This has provided us with a deeper insight into our strengths and areas for focus for the coming year.

Our results this year, demonstrate our commitment to gender equality, with our mean gender pay gap being less than 1% and the median gender pay gap well below the UK and industry average. Our gender bonus gap is significantly in favour of females, with the median gap showing no difference whatsoever.

Notwithstanding our overall positive results, we will continue to take action to improve through new policies, support and initiatives.

Matthew Revell
Managing Director





Every organisation with 250 or more employees are legally required to publish the following six metrics for each subsequent year.

- 1. the mean (average) gender pay gap in hourly pay
- 2. the median gender pay gap using hourly pay
- 3. the percentage of men and women in each hourly pay quarter
- 4. the percentage of men and women receiving bonus pay
- 5. the mean gender gap in bonus pay
- 6. the median gap in bonus pay

Median pay/bonus gap	The median pay/bonus gap is the difference in pay/bonus between the middle-ranking woman and the middle-ranking man. If you place all the men and women working at a company into two lines in order of salary/bonus, the median pay /bonus gap will be the difference in salary / bonus between the woman in the middle of her line and the man in the middle of his.
Mean pay/bonus gap	The mean pay/bonus gap is the difference between a company's total wage/bonus spend-per-woman and its total spend-per-man. The number is calculated by taking the total wage/bonus bill for each and dividing it by the number of men and women employed by the organisation.
Pay gap v equal pay	The gender pay gap and equal pay are often thought to be the same when in fact they are measuring different things. Equal pay is the legal requirement to give men and women equal pay if they are performing the same or similar work, or work of equal value. Gender pay gap measures the difference between men and women's average pay, irrespective of job role or seniority. As senior roles pay more than junior roles, the smaller the proportion of women who hold senior roles in a company, relative to the company as a whole, the greater the average gender pay gap.

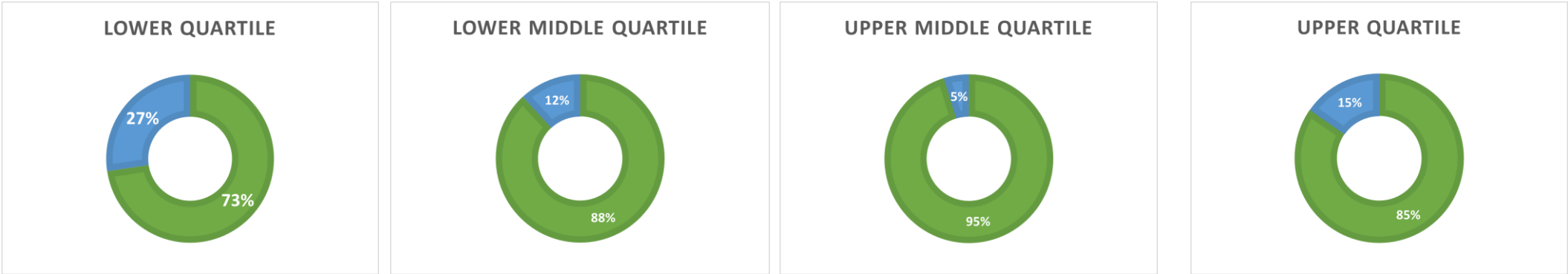
Gender Pay Gap Report – our results



Gender Pay Gap:

	Marlborough Highways	2022 ONS ASHE whole economy	Construction Average
Mean Gender Pay Gap	0.59%	11.3%	9.5%
Median Gender Pay gap	5%	8.2%	10.2%

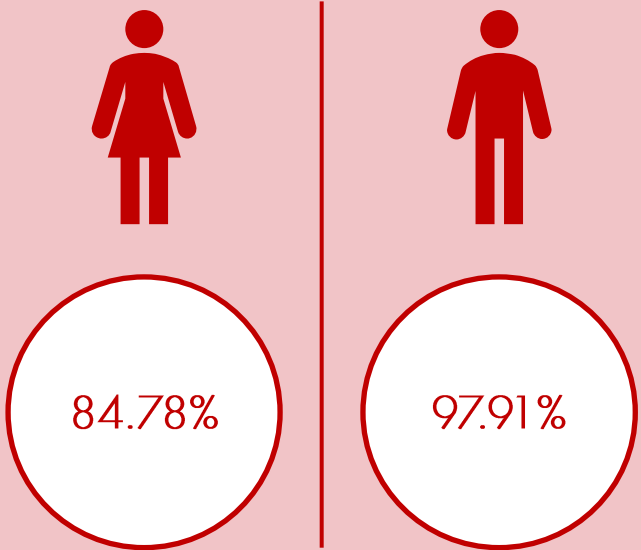
Pay Quartiles:



Each quartile includes 84 employees

Gender Pay Gap Report – our results

Who received a bonus



	Marlborough Highways
Mean Gender Bonus Gap	-68.15%
Median Gender Bonus Gap	0%

Whilst more males than females qualify for a bonus, due to the construct of our workforce, our median bonus payments for male and females show no gap whatsoever. The mean payment reports in favour of females.



- We are pleased to report that our mean gender pay gap is marginal at less than 1%, this is significantly better than the UK average (11.3%) and the construction industry (9.5%). It demonstrates our commitment to creating an equal and inclusive workforce which recognises and rewards employees regardless of gender. This is further demonstrated by the gender bonus gap which shows the median as no difference whatsoever, and a 68.15% mean gender bonus gap in favour of female employees.
- We have a consistent approach to our pay and benefits, which means paying employees equally for the same or equivalent work, regardless of gender.
- We are committed to using the recommendations in our recent Equality, Diversity and Inclusion Audit to make positive impacts on creating a more inclusive culture that represents the communities we work with, including upskilling all our recruiting managers in inclusive recruitment, to help them to recognise unconscious bias during recruitment
- We will continue to build on the work we have started this year to create more apprenticeship and work placements across the company, with a commitment to encouraging female workers into our industry.

Declaration



I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed

Kate Chambers

Kate Chambers
HR Director