

Gender Pay Gap Report 2018

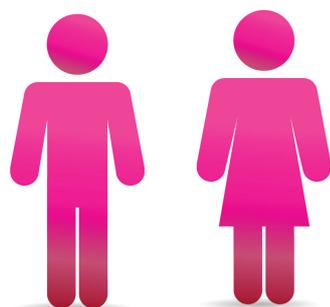
We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

As Incommunities employs more than 250 people it is required by Government regulations to publish details of its gender pay gap, which requires a comparison of average female earnings compared to average male earnings. We hope that annual publication of our gender pay gap figures will help to introduce greater transparency about different rates of pay whilst tackling and reducing the gender pay gap.

Mean and Median Gender Pay Gap

Based on the snapshot date of 5th April 2018, (including both full time and part time employees) our records show:

Gender	Records	Mean average hourly rate of pay	Median average hourly rate of pay
Male	682	£13.45	£14.07
Female	343	£13.07	£11.04



Mean pay gap 2.83%

Median pay gap 16.56%

Mean and Median Bonus Gender Pay Gap

34 incentive/performance or bonus payments were made during the assessment period. The only Incommunities payment that falls into this category are the token long service awards paid to employees. The payment for males and females was the same, so the gap is 0% both in terms of the mean and the median'



Mean bonus gender pay gap 0%

Median bonus gender pay gap 0%

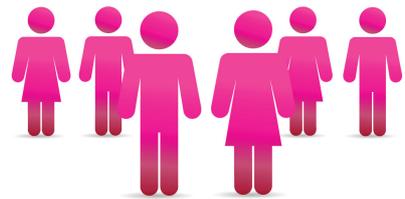
Proportion of colleagues awarded a bonus for 2018

Gender	% who receive a bonus
Male	2.35%
Female	5.25%

Pay Quartiles

Proportion of Males and Females in each Quartile Bracket

The quartiles used in this exercise do not relate to Incommunities grades; they are determined by dividing the list of eligible employees into 4 equal sections.



	Number of Employees	Males	Females	Ratio
Quartile 1	256	184	72	72:28
Upper Mid Quartile 2	251	111	140	44:56
Lower Mid Quartile 3	251	205	46	82:18
Lower Quartile 4	251	180	71	72:28

The information above illustrates the gender distribution at Incommunities across four equally sized quartiles.

Summary from the Executive team at Incommunities

This is our second year reporting our gender pay gap, 2018 has seen a very slight increase in our mean pay gap by 0.4% to 2.83% and our median gender pay gap is 16.56%. Even with a slight increase we still remain below the national average which is currently 17.9% as reported by the office of national statistics.

We are proud to be an equal opportunities employer and we continue our commitment to equality and diversity, which we believe is demonstrated in our figures and our continued commitment in ensuring that all our employees are treated with dignity and respect and to placing equality and diversity principles at the core of all of business activities.

As part of our organisational people strategy a number of initiatives are to be implemented to both encourage and promote equality and diversity within our workforce, for example:-

- ▶ The development of a clear framework of skills that will support delivery benchmarking against our current workforce skills and capabilities.
- ▶ Build a succession pipeline through recruitment, selection, and talent management delivering the right leaders with the right skills in the right places.
- ▶ Work is also being undertaken in relation to apprenticeships within Incommunities, with a continued approach to encourage women into construction, through various initiatives.
- ▶ Flexible working options continue to be considered for employees where it is operational viable.
- ▶ To continue to monitor equality in the workplace, including gathering data in relation to recruitment, retention, promotion and reasons for leaving. This data is reviewed to help us to understand and, where we can, address any actual or perceived barriers that may adversely affect our actual or potential workforce.
- ▶ We have policies and procedures in place to ensure that our recruitment and selection processes meet our equality aspirations.
- ▶ We continue to train our managers in recruitment and selection procedures to ensure that the appointment is on the basis of merit, regardless of age, race, gender, marital status, sexual orientation, disability, religion and belief or other protected characteristics.
- ▶ Incommunities is actively seeking to challenge stereotypes and to attract more female employees to “traditionally male roles” such as trade roles, working with schools to break down gender stereotypes.
- ▶ A review of all our policies and procedures to ensure that all of our employees regardless of their gender or other protected characteristics, have the opportunity to maximise their potential through their work with us.



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