

Gender pay gap report



Introduction

MD Group specialises in providing building maintenance services to social housing landlords and we are a leader in the sector in the South West and Midlands.

We welcome the requirement to report and publicise our pay gap data. Along with the whole of the construction and maintenance sectors, we have much work to do in this area but we are committed to building a diverse workforce which reflects the communities we serve.

Gender Pay Gap and Equal Pay are not the same. We obviously have a clear Equal Pay policy of rewarding employees equally for the same or similar work. We apply a straightforward remuneration system based on post / job role and job description, benchmarked externally and irrelevant of gender.

The gender pay gap is the difference between the gross hourly earnings for all men and women, expressed as a percentage, and is a reflection of a company's workforce profile. So, a company can have a gender pay gap even though it pays male and female employees equally for the same or similar jobs. This happens, for example, where a higher number of men hold more senior posts - sadly, still very much the norm across the Construction and Maintenance Sectors.

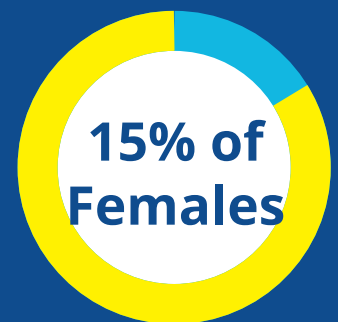
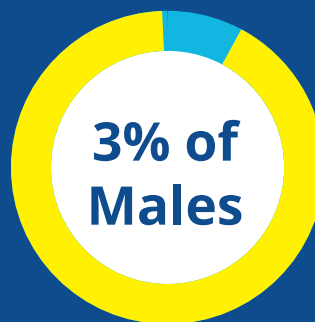
What the data tells us

We collected our data on 5 April 2018, when our workforce consisted of 53 women and 223 men.

Gender pay and bonus gap

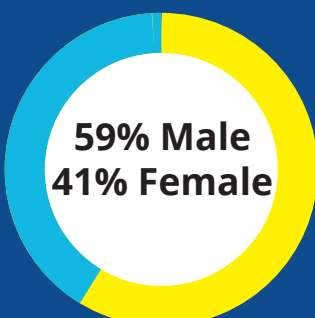
Difference between men and women	Mean	Medium
Pay gap	12.2%	17.4%
Bonus gap	-70.5%	40%

Proportion of employees receiving a bonus

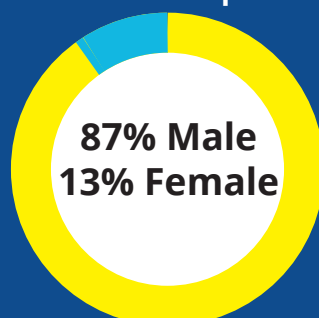


Pay quartiles

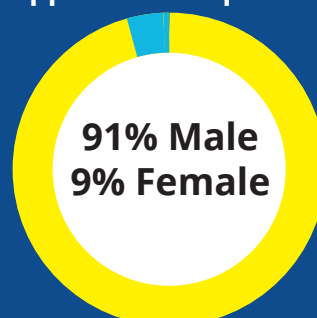
Lower quartile



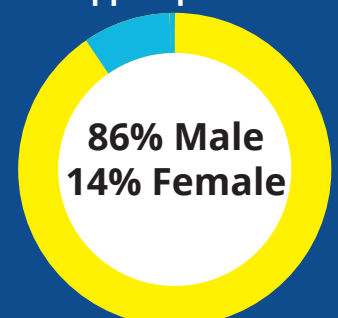
Lower middle quartile



Upper middle quartile



Upper quartile



It is clear from our data that our pay gap is driven by the structure of our workforce. On average, within the Construction and Maintenance sector women, make up around 13% of the total workforce and only 1% or so of the trade workforce. Our figures are reflective of that current reality.

Making a Difference

The gap in both our mean pay and mean bonus shows there is more work to be done. Whilst we do not have an equal pay issue, we will continue to undertake activity to reduce our pay gap and to develop a more diverse workforce.

We have several working groups within the Group including Employee Retention, Cultural Expectations, which leads on Diversity and Inclusion for us, and Social Value. Working group members come from every level of the company. Their current focus is on making MD Group a preferred employer because of our inclusive, respectful culture and because we have a growing reputation for turning our commitment to doing the right thing into practice.

Jane Nelson, Managing Director of MD Group, led the award winning Construction Industry Training Board (CITB) funded Tradeswomen into Maintenance Project.

This year's action plans include:

- Attraction
- Recruitment
- Retention
- Pay and reward
- Salary benchmarking
- Awareness training
- An inclusive culture

Our new MD, Jane Nelson, led the award winning, Construction Industry Training Board funded Tradeswomen into Maintenance Project. We have recruited 4 tradeswomen in the last 6 months.

Jane is also currently co-chair of the South West Domestic Abuse Steering Group and has coordinated an awareness raising event for social housing landlords and their contractors. MD Group has produced its own Domestic Abuse Toolkit and companion Tool Box talk on this important subject and we are making it available to other contractors in our sector.

We were also the first signatory to the Chartered Institute of Housing's Make a Stand Supporters Pledge to prevent domestic abuse and we have added 10 days Safe leave into our HR policies so that victims can escape or otherwise address domestic abuse.

We hope that our employees and future employees increasingly see that we are turning our commitment to female employees and customers into hard practices that will make a

difference (most victims of domestic abuse are women). At Board level, there is a commitment to building an inclusive culture and a workforce that reflects the communities which we serve and we are therefore taking steps to improve the diversity and inclusion information we collect and from which the Board can take learning.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jane Nelson

A handwritten signature in black ink that reads "J. Nelson".

Managing Director

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Dawn Dean

A handwritten signature in black ink that reads "D. Dean".

Head of Human Resources

www.mdgroup.co.uk

**MD Group
The Malt House
Durnford Street
Ashton
Bristol
BS3 2AW**

enquiries@mdgroup.co.uk

0117 966 4466