



Gender Pay Statement 2018

Beaver Management Services Limited is committed to promoting gender equality in the workplace and shall adhere to such a policy at all times. We review on an on-going basis all aspects of recruitment and treat everyone equally when deciding who to employ. BMSL ensure that each candidate is assessed only in accordance with the candidate's merits, qualifications and abilities to perform the relevant role irrespective of gender.

Overall 85.5% of our workforce were men and 14.5% women. We are therefore pleased that our figures are slightly higher than the national figures for women based in construction of 87% men and 13% women. Internally BMSL employ 61.4% men 38.6% women, and have an external construction workforce working on behalf of our clients, of which 89.6% are men and 10.4% women. Although this is lower than the National figures for women in construction in 2017, this is possibly due to the fact that the vast majority of the labour we supply are skilled, semi skilled and unskilled operatives to the blue collar section.

Gender Pay Gap Data

- Women's hourly rate is 52% lower (mean) and 55% lower (median).
- Top salary quartile has 100% men and 0% women
- Upper middle salary quartile has 99% men and 1% women
- Lower middle salary quartile has 91% men and 9% women
- Lower salary quartile has 53% men and 47% women
- Women's bonus pay is 89% lower (mean) and 94% lower (median)
- 66% of men and 33% of women received bonus pay

Our results show that challenges remain as we try to reduce our gender pay gap. Some issues we have control over whilst others remain outside our control. Of the 304 people covered by this report, 260 are supplied externally to clients. In recent years the labour market has seen demand rise for construction workers as supply has remained at best constant. As a result wages have been pushed higher and higher in the skilled sector that is heavily dominated by men.

The majority of construction workers are male, something which we are inherently affected by and have little effect of changing although BMSL Group are proud that we have recruited female apprentices for the Crossrail project. In respect our own internal staff, all staff are recruited under the same structure and their earning ability depends on their success and career progress. Any pay gap difference shown will be a result of differing roles; we will continue to strive to improve our gender gap and will publish further results in due course.