

## Gender Pay Gap Report 2024/25

Brehey Civil Engineering Ltd prides itself on being a modern, well-run and inclusive business, which encourages and nurtures all its employees, regardless of their background, ethnicity or gender, and provides the best possible basis on which they can maximise their potential to have successful and fulfilling careers.

The Construction Industry from a statistical point of view has one of the highest gender pay gaps in favour of men. As a consequence, like other civil engineering contractors of our size, our gender pay gap data shows that we need to do more to create opportunities to help women to progress.

This industry suffers from ingrained stereotyping which wrongly promotes “this is a man’s world”. The Construction Industry does not have the positive women role models, there is no clear career path for woman, and little consideration has been given to return to work packages.

It remains a key challenge to make major inroads into the gender pay gap, is to persuade significantly greater numbers of women that Civil Engineering is their career of choice and to bring them into the operations side of the business from a young age. We run a progressive recruitment campaign promoting opportunities for apprentices and junior roles. And we encourage women to apply. We are also active locally, in school and college careers fairs, to ensure that our industry appeals equally to men and women in the future.

As an organisation we are starting to see success and progression for women recruited into site and technical roles. For example, we are proud that a female member of our staff won UK Plant Operator of the year.

This year’s reported data has shown a slight increase in women in the top tier of the company and an increase in the middle areas of the business. For successive years this progression is in the right direction. However, women are still under-represented in this company. When the data was captured, 9% of our staff employed were women. The current ONS statistics for the UK are 15%. We wish our workforce to be at least, on par with national averages.

We recognise the challenges faced by women in a male dominated industry and will further improve and enhance our policies in training and talent development to help our female employees to progress. Subject to practicalities and considerations of cost, we will look at ways of improving policies regarding part time work, flexible working arrangements and parental leave on the operational side of the business.

We do not under-estimate the scale of the task ahead, however with the policies and actions we have in place, we are confident that we will continue to narrow the gap.