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Gender Pay Gap Report 2023

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CPW and the gender pay gap

Founded in 1978, over the past 45 years after a succession of growth, CPW has established a strong presence across the UK as an industry-leading mechanical engineering, electrical engineering and low carbon consultancy.

CPW has offices in Birmingham, Bristol, Nottingham, Leicester, Derby, Leeds, Huntingdon, Solihull, London, Manchester and Oxford, with more than 300 UK employees. 2023 is the second year that CPW has reported our gender pay gap so we are now able to compare our figures with the previous year. These figures are based on our snapshot date of 5th April 2023.

What is the gender pay gap?

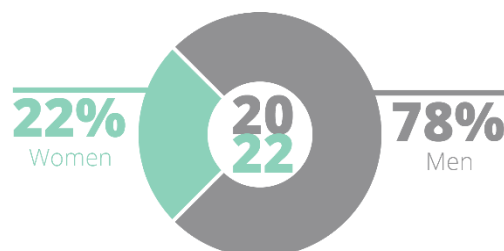
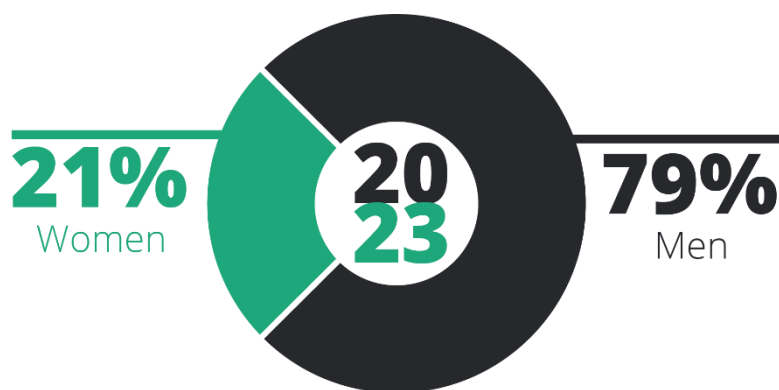
The gender pay gap is the difference between average hourly earnings of men and women. This is different to equal pay (paying women less than men for the same role). Men and women at CPW are paid similar salaries for the same jobs.

What causes a pay gap?

A high gender pay gap can be caused by different factors, such as women occupying fewer highly paid roles than men, the number of female employees in a company or the number of women in the industry.

Our overall statistics

Across all our UK offices, our employees are:

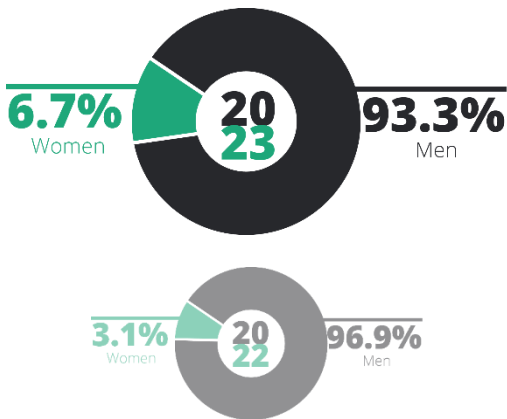


Our gender split by each quartile

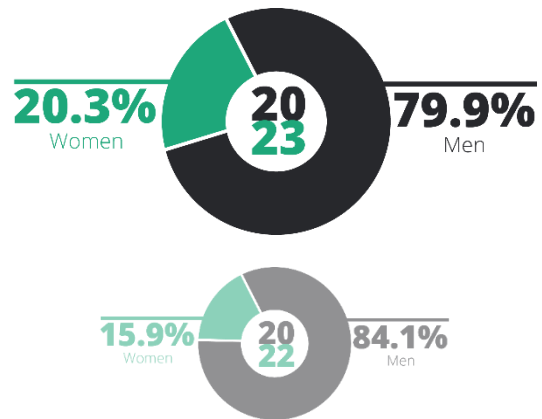
Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

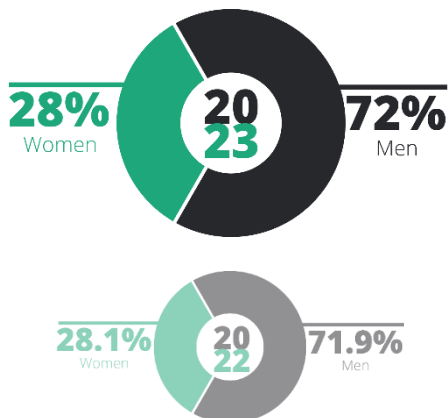
Top quartile



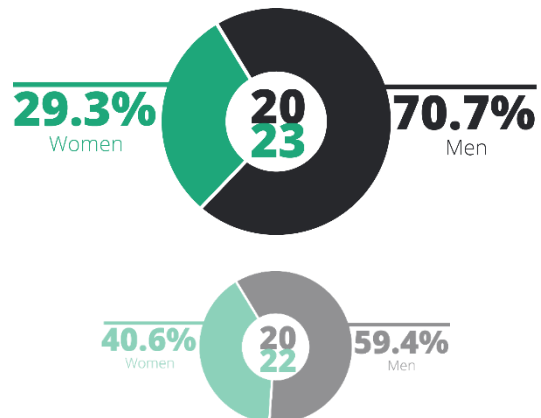
Upper middle quartile



Lower middle quartile



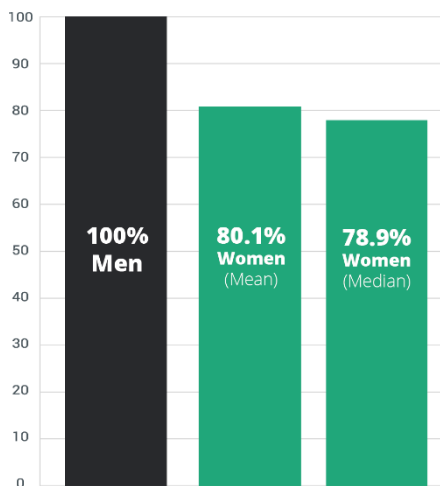
Lower quartile



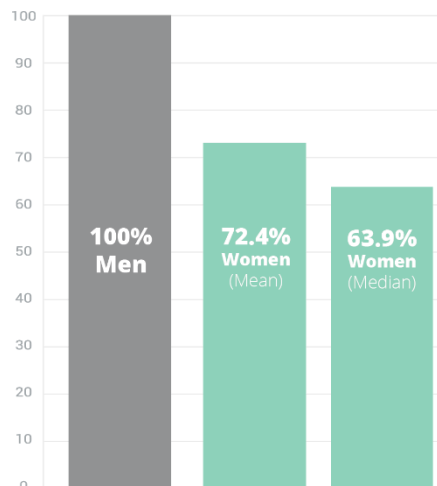
Our hourly pay gap

Our mean hourly pay gap is **19.9%**

Our median hourly pay gap is **21.1%**



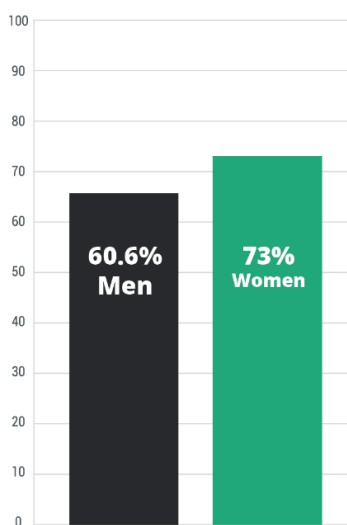
2023



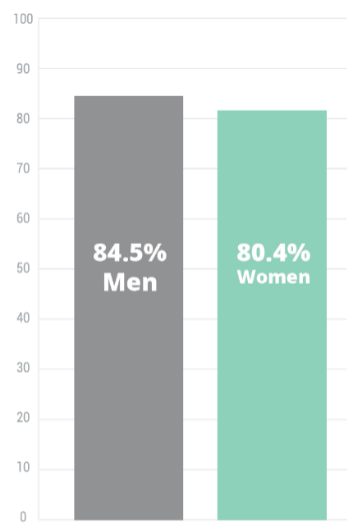
2022

Our bonus pay gap

Below is a split of men and women that received a bonus throughout the year.



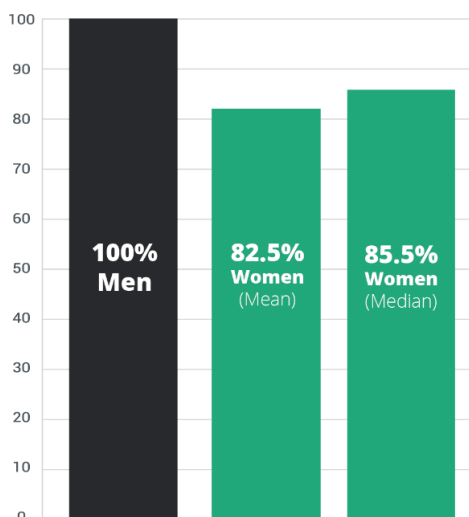
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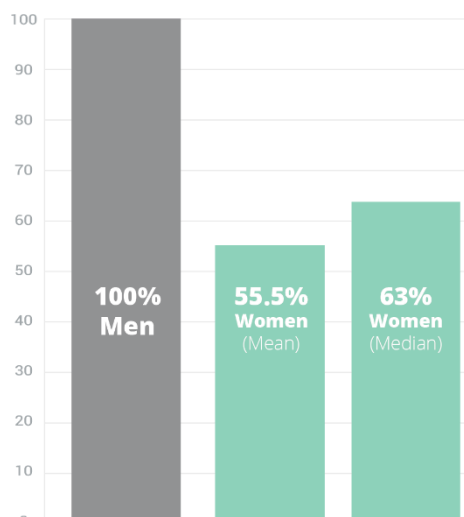
2022

Our mean bonus pay gap is **17.5%**

Our median bonus pay gap is **14.5%**



2023



2022

Understanding our gender pay gap

While we understand that there is still more work to be done, we are pleased to see that both our gender pay gap and gender bonus pay gap figures have improved over the last year.

We can see good improvements in our pay gap data year-on-year:

Our mean hourly pay gap is **19.9%** compared to **27.6%** last year.

Our median hourly pay gap is **21.1%** compared to **36.1%** last year.

This is likely due to more women being promoted or hired in the top two quartiles. As bonus pay is relative to salary, it is clear this has had a significant impact on the bonus pay gap:

- Our mean bonus pay gap is **17.5%** compared to **44.5%** last year.
- Our median bonus pay gap is **14.5%** compared to **37.0%** last year.

While the gender split of the company has remained largely consistent, we can see material differences in the percentage of women in the upper pay quartiles in 2023, with the biggest difference



noticeable in the lowest pay quartile. This is likely, in part, to be due to hiring a large number of apprentices who were majority male. As women are still overrepresented in the lower two pay quartiles, we expect to see the pay gap and bonus pay gap improve as junior women progress through the business to more senior roles.

We understand that the pay gap is reflective of the predominantly male demographic within the construction industry. The low percentage of female employees within the business distorts the hourly pay gap percentages.

Next steps

We will continue to monitor trends in our gender pay gap figures in the coming years when more data becomes available.

Our Equality, Diversity and Inclusion (EDI) consultant continues to support us to bridge our gender pay gap. With her support, we have created a task force who are looking to better understand the gender gap within our company and take positive action to address it.

We have also attended and hosted events specifically aimed at women in Engineering, to help us better understand the landscape and learn best practice from others in the industry.

To improve the pay gap, we need to continue to attract more women into the business with a particular focus on technical roles. In contrast to this, we find men are underrepresented in our admin / central support functions and are keen to recruit more male employees into this area.

As well as hiring more women, we are working to ensure we also retain women in the business, as a lack of retention can lead to women being under-represented in senior roles. We understand it will take time for more junior women in the business to progress to more senior positions and make a significant impact on our gender pay gap figures. The progress we have seen so far has been positive and we have made a series of commitments to help reduce this further:

Our commitments:

- **Get feedback** from women working at CPW to better understand recruitment and retention.
- **Create a network group** to encourage women within the organisation to build internal and external relationships, coordinate event attendance and to increase female engagement.
- **Explore targeted recruitment strategies** to encourage more female applicants for roles.
- **Visit schools** (including female only schools) to create awareness and encourage more diversity into the company and wider industry.



As part of our focus, we are not only looking at our gender pay gap, but the ethnic diversity of our workforce as we are aware this is underrepresented within CPW and the construction industry.

A note from our HR Director

Our first year gave us a baseline to understand the gender pay gap at CPW, while this year has helped us to highlight areas for development and led us to examine more closely the underlying reasons for these issues, and what else we could do to address them.

We want CPW to be a place where all staff to feel safe, protected and listened to. Our mission is to create a truly inclusive environment, building on diversity; where all staff can flourish, have a sense of belonging, and are able to reach their full potential.

We acknowledge that there is still more work to be done to improve diversity at CPW and the industry more widely, but the results from this year are positive and we hope to continue to see this improve with the actions we are looking to take in 2024.

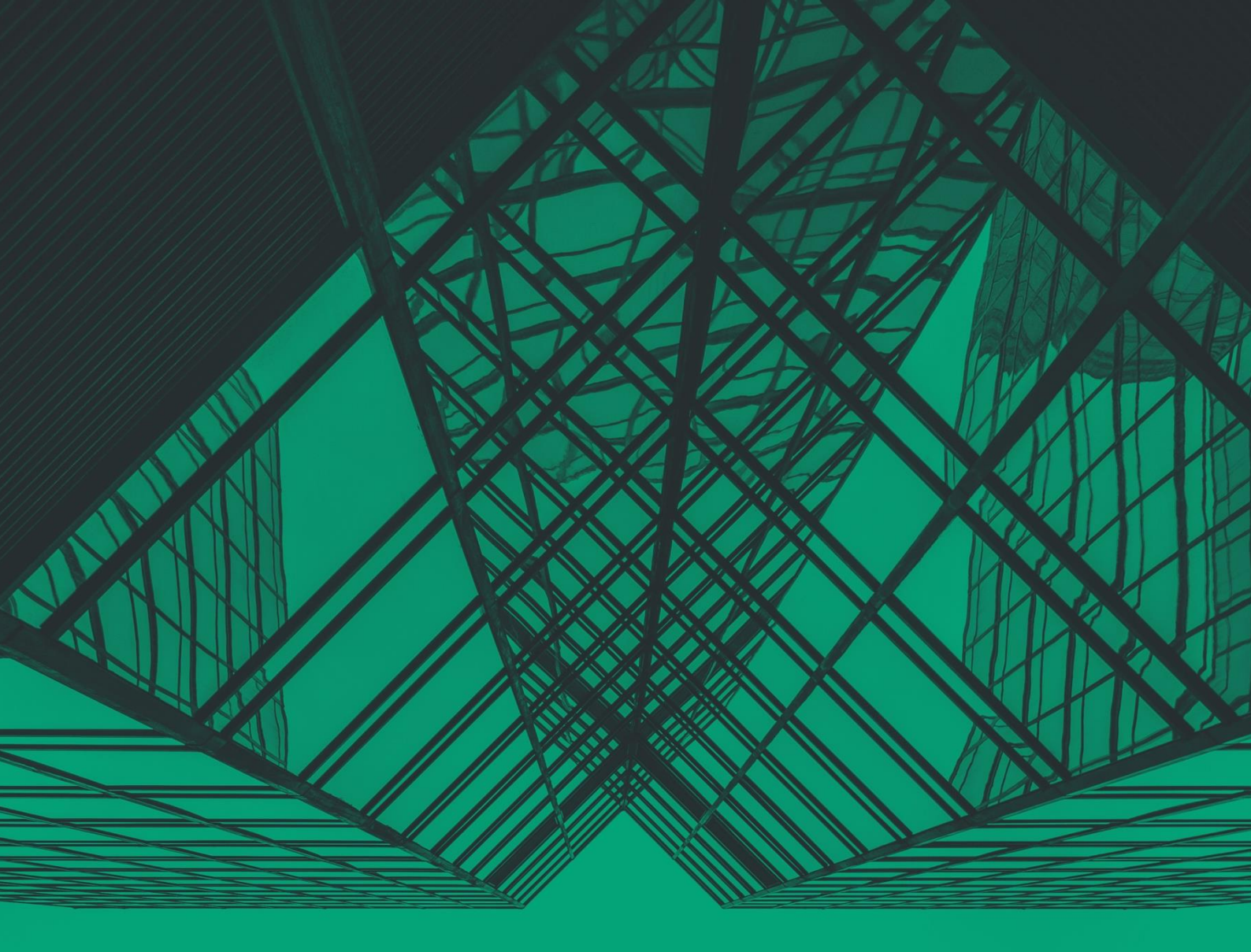
When we benchmark ourselves against our competitors, it is evident they are much larger organisations than CPW and they have been reporting their gender pay gap for several years.

We are looking forwards to reporting our next gender pay gap report to review the impact of the changes we have made on our statistics. As a business we are committed to improving the gender pay gap in not only our own business but across the construction industry.

This data reflects the snapshot date and is an accurate reflection of our business.



Andy Hill
HR Director



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