

# CCG (SCOTLAND) LTD GENDER PAY REPORT



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AT 5<sup>TH</sup> APRIL 2025

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We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender pay gap reporting identifies the differences between the average pay between male and female employees within the company.

Gender pay gap is not the same equal pay which addresses the pay differences between male and female employees who do the same jobs within the company.

The legislation requires disclosure of the following indicators:

- The mean gender pay gap is the difference in the mean pay of full pay male and female employees expressed as a % of the mean pay of the full pay male employee
- The median gender pay gap is the difference in the median pay of full pay male and female employees expressed as a % of the median pay of the full pay male employees
- The mean gender bonus gap is the difference in the mean bonus pay of male and female employees expressed as a % of the mean bonus pay of the male employees
- The median gender bonus gap is the difference in the median bonus pay of male and female employees expressed as a % of the median bonus pay of the male employees
- The proportion of male and female employees who receive bonus pay
- The proportion of full pay male and female employees in each of four quartile bands

The mean pay is the average pay calculated by totalling the hourly pay for each employee and dividing it by the number of employees.

The median pay is calculated by ranking the hourly pay of employees from largest to smallest and selecting the rate that is exactly in the middle of the range of employees hourly pay.

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The results for the company are:

- The mean gender pay gap is 17.4%
- The median gender pay gap is 17.8%
- The mean gender bonus gap is 41.7%
- The median gender bonus gap is 28.6%
- The proportion of male employees receiving bonus is 42.5% and the proportion of female employees receiving bonus is 85.7%

The reporting within the quartile bands is calculated by ranking the hourly pay of employees from largest to smallest and dividing the employees into four sections, each section having equal number of employees. For this calculation there were 312 (84.8%) male employees and 56 (15.2%) female employees.

The results show that that within:

- The lower quartile 83.1% of the employees are male and 16.9% are female
- The lower middle quartile 78% of the employees are male and 22% are female
- The upper middle quartile 85.4% of the employees are male and 14.6% are female
- The upper quartile 93.9% of the employees are male and 6.1% are female

Whilst progress continues to be made, we are still attempting to encourage women into a career in the construction industry. We continue with varied methods of engagement via local schools, colleges and universities. We are highlighting the opportunities available through videos and work experience placements in an attempt to broaden the appeal of the sector. We are also increasing our efforts to create a more progressive working environment that is attractive to women and will continue to do so.

**BERNARD ROONEY**  
**GROUP FINANCIAL DIRECTOR**

## FURTHER INFORMATION

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