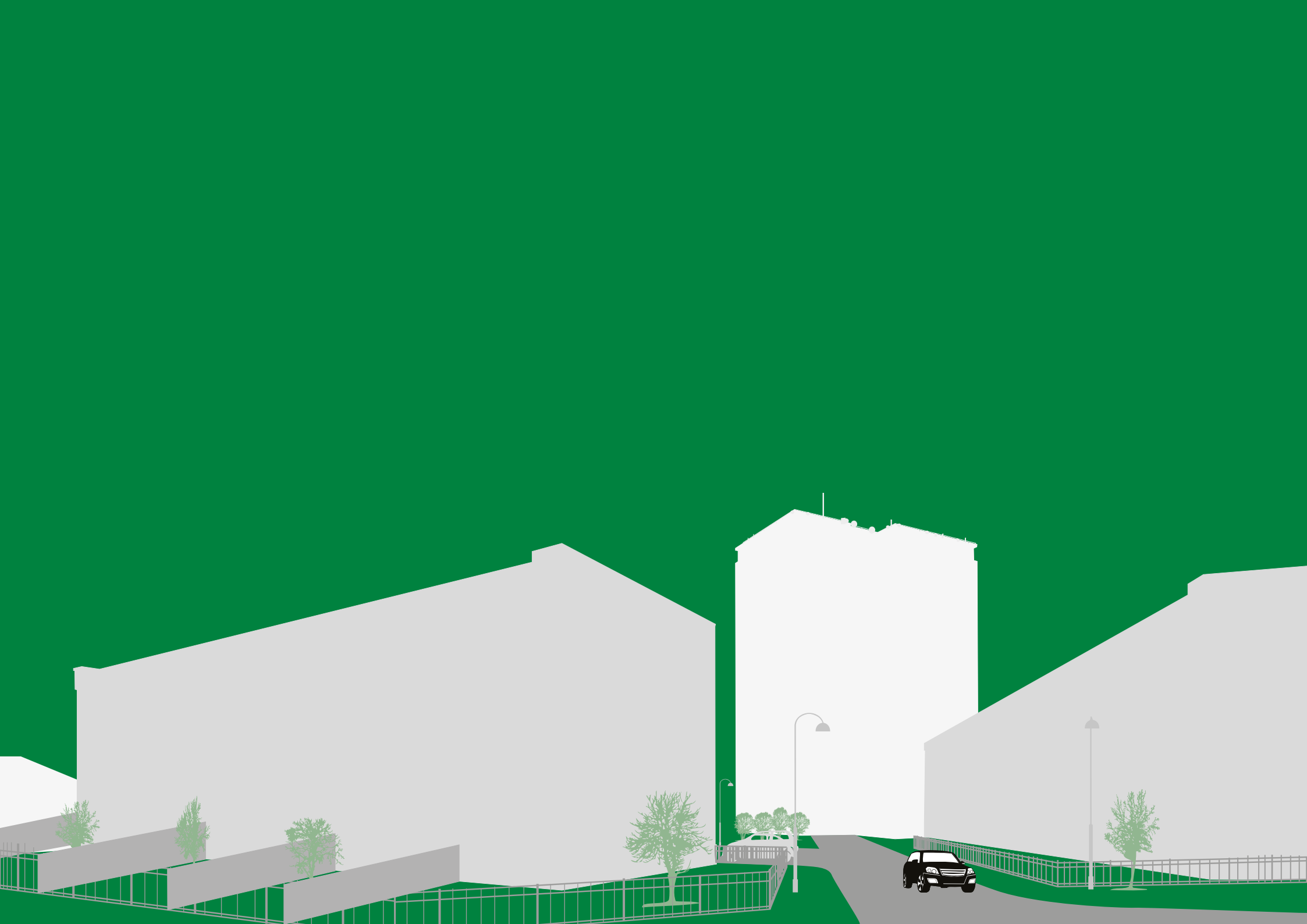


The Casey Group Ltd Statutory Gender Pay Report

March 2023





About Casey

Casey is a multi-disciplinary company operating predominately in the North West of England. Casey has built a strong track record as a reputable employer and true community contractor with a high emphasis on quality, customer relationships and corporate social responsibility. Our Purpose is **‘Improving Lives’**.

Our primary portfolio includes developments, construction and refurbishment. More specifically this extends to new build housing, refurbishment of registered provider housing and public buildings, public realm, HLF funded parks, hard and soft landscaping, estates refurbishment, highways and minor civil engineering, waste management and waste management, along with the provision and servicing of plant and equipment.

Each operational element of our portfolio has an appointed Business Team Leader, forming our Operational Leadership Team.

Now in its 54th year, Casey employs 267 full time in-house staff and employees, which is supported by up to some 300 sub-contractor’s employees from preferred supply chain partners.

Our in-house workforce consists of Joiners, Bricklayers, Construction Plant Operatives and General Operatives and is supported by a management team consisting of Directors, Managers, Quantity Surveyors, Health and Safety, Environmental, Accounts and Business Administration.

We have long been committed to the principles embodied in Environmental, Social and Governance (ESG), which has allowed us to focus on health, safety and welfare, environmental; corporate social responsibility values; equality, diversity and inclusion and effective leadership and compliance.

The Group is committed to partnering and collaborative working with clients, supply chain members and stakeholder partners.

Contents

Introduction	Page 4
Definitions	Page 6
Gender at Casey	Page 7
The Gender Pay Gap at Casey	Page 8
Conclusions from our Managing Director	Page 12

Introduction

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. This is the third time that The Casey Group Ltd (Casey) has exceeded this number of employees since the reporting of the gender pay gap, and this is our third Statutory Gender Pay Report.

As a Company we have long been committed to providing equal opportunities in the workplace and fair and transparent terms and conditions of employment for all of our employees. However, we do continue to recognise the significant national constraints of our industry sector in terms of attracting women in to work in Construction and the wider societal challenges affecting women in the workplace. We also acknowledge the common experience across many industries during the pandemic which impacted female employees disproportionately.

However the number of women employed by the Group has increased in the last 2 years as our business has grown and evolved, existing female employees have also had opportunities for promotion and development. We also believe that the “working from home if you can” directive assisted our employees in their Work/Life Balance. We saw no reduction in productivity amongst these employees and have now adapted a Blended/Hybrid Working Policy. Unfortunately our employees who work on our construction sites are not able to benefit from this option at this time.



Definitions

The report shows the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

- Median Gender Pay Gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Mean Gender Pay Gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Median Bonus Gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- Mean Bonus Gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- Bonus Proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- Quartile Pay Bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

This report provides both the statutory disclosures required of us, as well as further context around gender pay at Casey. In compiling this report we have included data for people on permanent and/or fixed term contracts but not data from our sub-contract supply chain inclusive of agency workers. Casey anticipates that, should they be in scope, their data will be reported on by the Agency or Companies that supply them.

Gender at Casey

Casey runs two payrolls that operate different frequency of salary payments, hence the distinction shown in the below table. The vast majority of our weekly paid staff are based out across our operational sites and are contracted on an hourly rate of pay. This section of our workforce will include directly employed trades and labour, site-based support staff, and trainees and apprentices.

Gender	Weekly Paid	Monthly Paid	Combined
Male	92%	81%	85%
Female	8%	19%	15%

Our gender split at Casey as seen in the table above accurately represents current UK construction industry norms, indeed according to the office of national statistics (6th February 2023), only 15 % of those currently employed in the industry are female.

At Casey, we recognise the value females can bring to our operations, and one of our strategies is to actively promote our roles to our partner schools and colleges with an emphasis on encouraging female students to consider a career in our industry.

We are beginning to see the rewards of this approach, as 2 of our current trade apprentices are female, and their success is demonstrating how important it is for Casey and the wider industry to embrace this relatively untapped source of highly capable workers. This is especially important given the documented skills shortages our industry is constantly experiencing.

To further our approach, we feel the best people to reach out to potential females recruits and champion the industry are our own employed women, and to that end we have engaged with the 'Women in Construction' initiative and have had guest speakers at their events in an ambassadorial context.

Our work in this area is extremely important to us and we look forward to updating our achievements in further Gender Pay reports.

The Gender Pay Gap at Casey

Our Median Gender Pay Gap

We rank all our people by their hourly pay. Then we compare what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is the median gender pay gap. This year the woman in the middle of the female pay range received 13% less than the man in the middle of the male pay range. This median gap means that for every £1 a man receives, a woman receives 86.5p.

Our Workforce, Pay Bands and Pay Quartiles

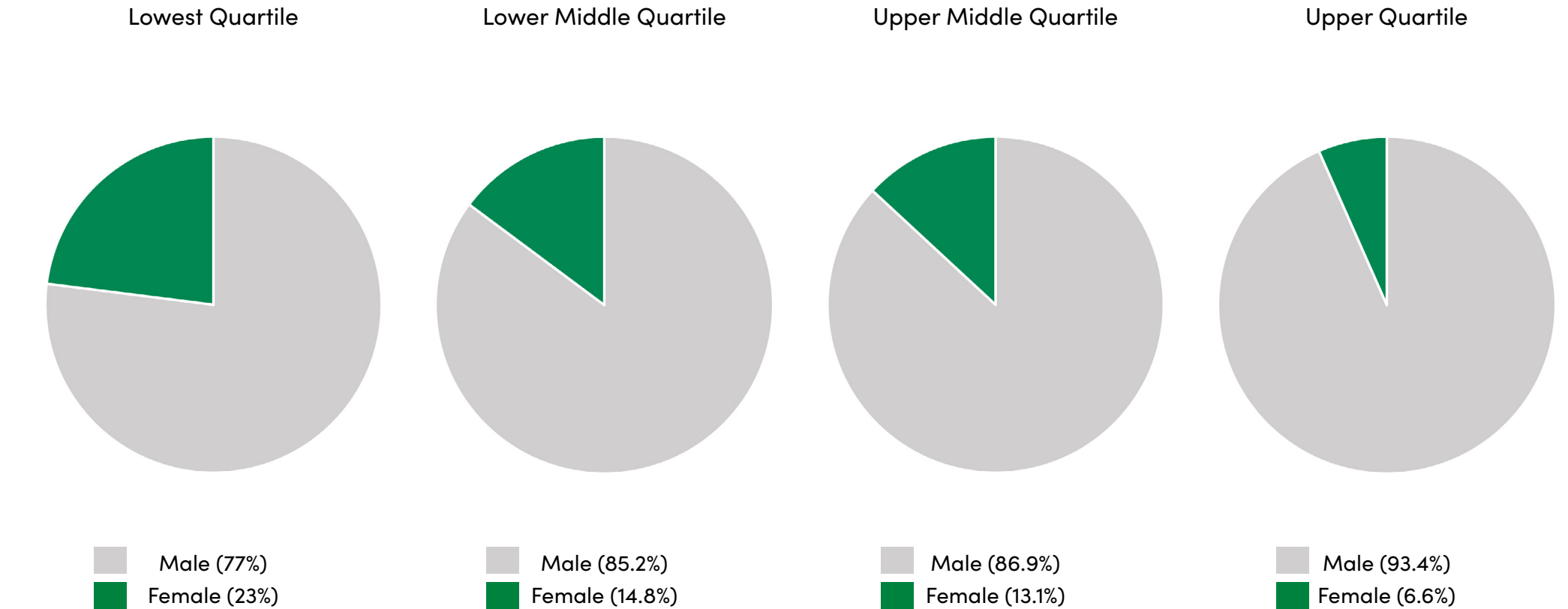
Our workforce gender pay gap data was collected on the snapshot date of 5th April 2022. At this time our UK workforce consisted of: 39 women (15%) and 228 men (85%).

The overall gender pay gap as of 4th April 2022 at Casey is 13.5% on a median basis (23.7% using the Mean metric). This compares to the UK median which, as reported by the Office of National Statistics, is 14.9%.

The Office for National Statistics (ONS) figures published last October (2022) revealed that among “construction operatives” the pay gap between men and women was 13.7%. Among “construction professionals” it was 4.5%. As a comparison, across all sectors, the gender pay gap among full-time employees was 8.3%.

The charts overleaf sets out Casey’s gender profile by pay quartile. The fact that the majority of the women we employ are in the lower paid quartile and at the lower role grades at Casey is a major driver of the overall gender pay gap.

The Gender Pay Gap at Casey



The Gender Pay Gap at Casey

We have also analysed our gender pay gap by the way we structure our payment frequency, i.e. monthly or weekly. This helps to give a clearer indication of where our gender gap is likely to be influenced from to a greater extent.

Payment Frequency	Weekly	Monthly	Combined
Median	14%	35%	13.5%
Mean	13%	36%	23.7%

Weekly Staff: Work on an hourly rate of pay and being paid weekly predominantly work out on our operational sites where standard rates of pay apply for different work trades and associated skilled roles.

Monthly Staff: This group comprise of our Site Management teams and Head Office employees, for example, Quantity Surveyors, and the support services such HR, H&S, Purchasing.

Our Mean Gender Pay Gap

We add together all the hourly pay rates that women receive, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap. This year the average pay for women was 23.7% less per hour than the average pay for men. This mean gap means that for every £1 a man receives, a woman receives 76.3p.

The widening of the Gender Pay gap reflects the increase in the number of women in the lower quartile. This is a temporary and expected outcome of our policy of “growing our own talent” through recruiting female apprentices who will graduate into the “skilled” operative group.

The Gender Pay Gap at Casey

Comparing Median and Mean Gender Pay Gaps

The median is used extensively as a headline measure by pay researchers because it is less swayed by extreme values, particularly the small number of people on high salaries.

The mean is useful because it does capture the effect of a small number of high earners. The difference between an organisation’s mean and median pay gap can provide valuable insight:

- The presence of very low earners can make the mean lower than the median.
- A group of very high earners can make the mean bigger than the median.

	Median	Mean
Gender Pay Gap	13.5%	23.7%

Our Bonus Pay Gap

Please note that bonuses are not paid to monthly paid staff. As is standard practice in the Construction Industry, Casey’s bonus scheme is designed so that tradespeople can earn over and above their basic hourly rate solely through measured work produced on site on a daily basis.

Conclusions from our Managing Director

We are conscious that achieving pay parity is a difficult and ongoing process, particularly in the Construction Sector which is traditionally a male dominated workforce. This is compounded by the ongoing skills shortage. It is more important than ever, that we continue to monitor all aspects of our recruitment, development succession planning and retention processes. Our challenge is to seek out every talent pool, attract good candidates and ensure that they progress through our organisation.

This search challenge goes beyond the Gender Pay Gap but also impacts on our absolute commitment to Equality Diversity and Inclusion in a changing and more diverse society. We will continue to explore new technologies and work methods to remove barriers to this vision and adhere to our core values:

Purpose: *"Improving Lives"*

Values:

- Our people
- Our clients, customers and communities
- The environment
- Learning and knowledge

Specific Objectives:

- Wellbeing
- Social Value
- Sustainability

I certify that the statistics have been prepared in accordance with the requirements of the Government Equalities Office.

Signed for and on behalf of The Casey Group Ltd:

C. Casey

CPC Casey
Group Managing Director



Chris Casey
Managing Director



The group has accomplished great things through the commitment of great people.

If we each continue to be the best we can, together we will achieve even greater things in the future.

Chris Casey

