

## Tithegrove Limited Gender Pay Gap Report 2019

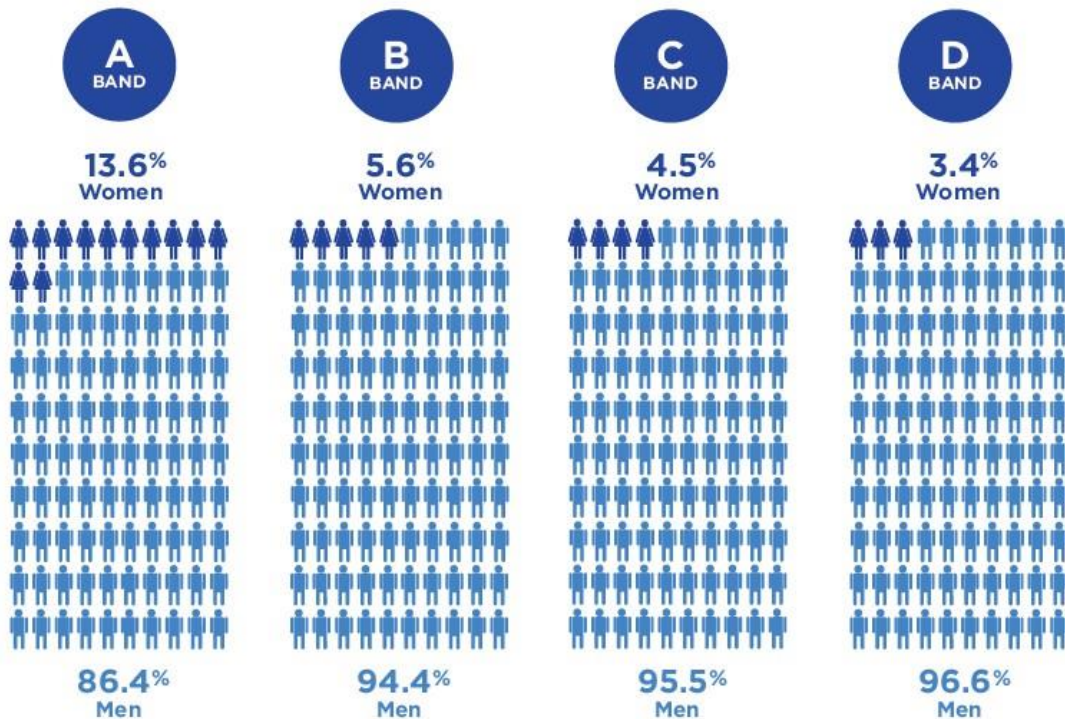
Tithegrove Ltd is required by law to publish an annual gender pay gap report. This report is for the snapshot date of 5<sup>th</sup> April 2019.

A gender pay gap is the difference between the gross hourly earnings for both men and women regardless of the roles that they have. It is very different to equal pay, which is about making sure that men and women are paid the same for like work.

This report shows the average pay gap at Tithegrove Ltd between men and women, expressed as both a mean and median average.

### Report Results

#### Pay Quartiles





### Hourly rate:

Mean gender pay gap 10.7%  
Median gender pay gap 17.1%

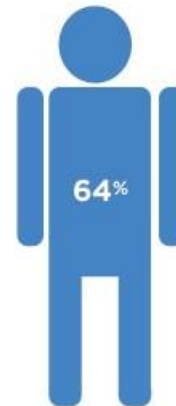


### Bonus pay:

Mean gender bonus gap - n/a  
Median gender bonus gap - n/a



**Percentages of  
employees bonus**



*The figures set out above have been calculated using Xpert HR's Gender Pay Gap Reporting service.*

## What are the underlying causes of Tithegrove Ltd's gender pay gap?

At the snapshot date of 5<sup>th</sup> April 2019, there were 418 "relevant employees" for Tithegrove Ltd. For the purposes of reporting on hourly pay gap statistics, 355 employees were classed as "full-pay relevant employees", 24 of which were female (6.8%).

Tithegrove Ltd's mean gender pay gap has increased by 3.0% from 7.7% to 10.7%. The median pay gap has seen a slight decrease of 1.6% from 18.7% to 17.1%.

The vast majority of organisations have a gender pay gap. Our mean gap compares favourably with that of other organisations in the UK, and those within the Construction industry. However, our median gap sits above the average for construction but slightly below the average for the UK.

### Gender Pay Gap comparisons 2019

	Mean	Median
<b>Tithegrove Ltd</b>	10.7	17.1
<b>UK</b>	16.2	17.3
<b>Construction</b>	11.9	16.3
<b>Construction of buildings</b>	15.3	15.1
<b>Construction of residential and non-residential buildings</b>	17.4	14.5

*Figures from Annual Survey of Hours and Earnings, 2019 provisional*

Tithegrove Ltd continued to feel the effects of the construction industry skills shortage, which saw the desired rates of pay for skilled construction workers increase as a result of the over-inflated rates of pay in the market. These roles were pre-dominantly filled by males. As a result of this, the rates of pay increased disproportionately compared to other areas of the workforce which were predominately occupied by women. Furthermore, all females employed by the company work in the office environment and not necessarily in the roles that require construction experience and therefore, not roles that have felt the effect of the construction skills shortage.

When determining pay and reward for our employees, Tithegrove Ltd balances a number of factors including the economic climate, company performance and external market forces for the roles we offer.

Tithegrove Ltd are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather that, our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

This statement confirms that the published information is accurate at the time of publishing and is signed off by Sally Low, Finance Director.



**Sally Low**  
**Finance Director**