

GENDER PAY GAP REPORT 2023



DANNY SULLIVAN
GROUP



A MESSAGE FROM OUR MANAGING DIRECTOR

At the Danny Sullivan Group, collaboration, respect and pride are more than just buzz words. Its who we are and why we come to work every day. This means ensuring an equal, diverse and inclusive workplace.

Historically, the construction industry has been heavily male-dominated, meaning fewer positions for women in the workforce and less opportunity for women to progress to senior roles.

Thankfully, we are beginning to recognise positive changes and more opportunities for women to excel within the industry. The Danny Sullivan Group's positive results are derived directly from our continuous efforts to promote opportunities for women in the workforce.

From our connections with 'Women into Construction' to our Level 4 Fairness, Inclusion and Respect Award, our goal is to create an environment for women to feel empowered.

Whilst our efforts present great results, we recognise there is always more work to be done. We look forward to advancing our efforts and providing even better opportunities for women in the future.

I can confirm that the gender pay gap data contained in this report is accurate, reliable and complete and has been produced in accordance with the guidelines published by the Advisory, Conciliation and Arbitration Service (ACAS).

Tim O'Sullivan - Managing Director

THE GENDER PAY GAP

The 'gender pay gap' is the difference in average earnings between all women and men in an organisation regardless of their role. In accordance with gender pay gap reporting regulations, any UK organisation employing 250 or more employees must report on its gender pay gap.

Reporting figures should include:

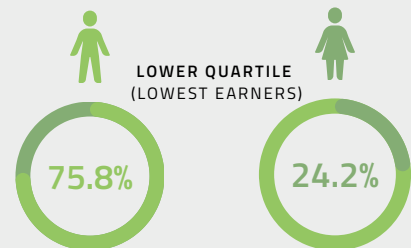
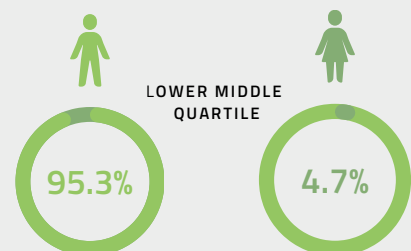
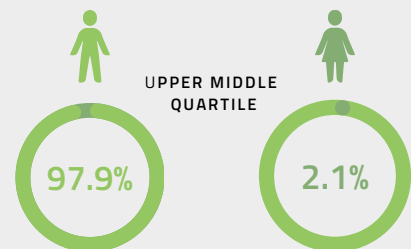
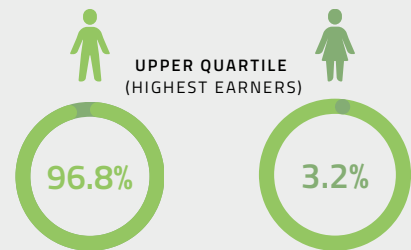
- The mean and median gender pay gaps
- The mean and median gender bonus gaps*
- The proportion of men and women receiving bonuses *
- The number of males and females according to quartile pay bands

OUR GENDER PAY REPORT

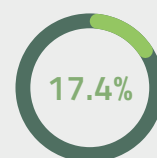
PROPORTION OF MEN AND WOMEN EMPLOYED AT THE DANNY SULLIVAN GROUP



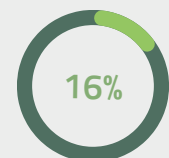
PROPORTION OF MEN AND WOMEN BY PAY QUARTILE



GENDER PAY GAP MEAN



GENDER PAY GAP MEDIAN



*No bonuses were paid or accrued in 2022



CLOSING OUR GAP

1 - Inclusive Recruitment

Danny Sullivan Group are an equal opportunities employer. We promote and value a diverse workforce, operating an inclusive environment where everyone has an equal opportunity in the onboarding process. We're aware that the way we approach advertising roles has a big impact on encouraging applicants from underrepresented groups.

Danny Sullivan Group avoid unintentional use of bias language by ensuring all of our job advertisements are gender neutral. These advertisements are written to be inclusive and possess statements encouraging applications from individuals of all backgrounds. Our recruitment process is also reviewed annually to ensure we lead on fairness and equity.

2 – Women into Construction

We are Gold Partners of the Women into Construction (WiC) initiative, an independent not-for-profit organisation that promotes gender equality in construction. We provide bespoke support to women wishing to work in the construction industry, and assist contractors to recruit highly motivated, trained women, helping to reduce skills gaps and create a more gender-equal work force.

This partnership allows us to present employment opportunities to women who want to work in construction, through a series of organised recruitment events. We also share all job opportunities with WiC, who then match role requirements to their database of possible female employees. Our vision is to be the construction industry's organisation of choice for women and contractors, and to change the face of construction, normalising the position of women in the construction industry.

3 – FIR Accreditation

The Be Fair accreditation embeds Fairness, Inclusion and Respect at the heart of the business and sets the standard for equality and diversity in the UK construction industry. We are very proud to have been the first business in the UK to achieve the construction industry training board Fairness, Inclusion and Respect standard (level 4 embedded standard).

Our Be Fair Steering Group, formed in 2018, is key to maintaining the progress we have made and enables us to find new ways to support and increase the number of people from under-represented groups in the construction industry. We now have over 150 Be Fair Ambassadors who are essential to communicating the Be Fair message across our workforce and to upholding the Danny Sullivan Group values.

4 – Flexible Working

We want to directly tackle the barriers women face to gain employment. In doing so, we have developed progressive programmes to assist in: flexible working options, job sharing and childcare support. In 2020 we participated in a flexible working pilot with one of our clients, this was a huge success and acted as a catalyst for increased flexible working options across the business.

During the pandemic, senior leadership discussions resulted in the implementation of flexible working at our head office; many staff members now work on a hybrid basis; dividing their time between work and home. We also provide flexible working opportunities to staff onsite, meaning that should any change in circumstance be experienced, all available opportunities will be explored to ensure that they continue employment with Danny Sullivan Group. This can mean reduced hours, change in working patterns or a change in site.





5 – Stretch Initiatives

- On current projects we have collaborated with clients to introduce the measurement of female representation onsite. For example, as part of the HS2 project we complete monthly KPI reports which breakdown the number of females employed in line with percentage targets across our labour desk. This allows the promotion of opportunities specifically for women across the project.
- As part of our investment in the local communities, we have developed strong partnerships with female only schools. We engage with these on a monthly basis, providing a variety of workshops to support students in their job application processes and encouraging routes into construction.
- We also understand the importance of continual training and upskilling for our workforce, and we want to create new opportunities for women seeking careers in the construction industry. This includes apprenticeships, training, placements and development opportunities to promote their success.

FURTHER WORK ON INCLUSION

Armed Forces Covenant work

We are Silver Award holders of the Armed Forces Covenant. Through our partnerships with Buildforce, CTP and Project Recce, we work with military service leavers to find roles that suit their knowledge, skills and experience. In 2022, we engaged with 345 military individuals providing workshops, virtual job fairs, e-learning experiences and practice interviews. We also share relevant job opportunities to forces friendly job sites.

Standing with LGBTQ+

We are members of Building Equality and attend and lead monthly meetings. We previously organised, chaired and participated in a Building Equality Panel Discussion, 'To Inclusion & Beyond', which was a knowledge share event. This year we are looking forward to joining Birmingham and London Pride events.

Disability Confident Employer

We are Disability Confident Level 2 accredited. As part of our combined EDI/FIR policy, we are committed to ensuring that disabled people have equal opportunities to fulfil their potential. Our new website includes an Accessibility Tool using technology from Recite Me, meaning our website/job advertising is now accessible to all.

Care Leavers

We have worked closely with the Carers trust Hillingdon and currently have a number of care leavers employed as apprentices on our projects throughout London. We have previously donated to the Carers Trust Hillingdon in support of their annual awards ceremony. These awards are attended personally and presented to the deserving young carers.

Homeless Inclusion

We engage with a Work and Learning Coach from Crisis. Through this partnership we have been referred a number of applicants ready for interview. We have also worked with Crisis during earlier stages of member onboarding, providing support for individuals when obtaining CSCS qualifications. We have been referred over 15 candidates so far and our resource team are delighted with the applicants Crisis has provided.

STEM Ambassadors

We have a number of STEM (Science, Technology, Engineering and Mathematics) ambassadors scattered throughout the business. These ambassadors work hard to support and promote activities which encourage the younger generation into STEM careers. Our ambassadors frequently take part in workshops and initiatives, enabling them to share their own curiosity and enthusiasm for the construction industry.

