

GENDER PAY GAP REPORT

2024/2025

evans
CLARKSONEVANS.CO.UK

(for data as at 5 April 2024)





FOREWORD FROM OUR CEO

Clarkson Evans has been operating for 45 years. With roots as a family business, we remain privately owned and have retained a similar family ethos throughout our growth.

We now employ nearly 900 people and we are underpinned by five core values which sit at the heart of who we are and how we treat our people:



We **care** about doing the right thing



We **collaborate**, working together to achieve more



We value long-term **career progression**



We **change** when there's an opportunity to improve



We are **committed** to achieving high standards and getting the job done

The Gender Pay Gap Report represents an important annual statement of our progress to address gender pay and gender balance with Clarkson Evans.

We are acutely aware of the challenges that exist for us and the rest of the construction sector in attracting and retaining women, and we remain committed to taking action to tackle these challenges.

Lindsey Young
CEO

OUR GENDER PAY GAP REPORT 2024/2025

(for data as at 5 April 2024)

Equal Pay

As an employer, Clarkson Evans provides equal pay to men and women who are undertaking the same role.

Our Gender Pay Gap

The gender pay gap shows the difference in the average pay between men and women in our company. The gender pay gaps results from having fewer women in highly paid roles relative to men.

Cause of the Gender Pay Gap

In common with the construction sector as a whole, the key driver of the gender pay gap is the difficulty in attracting women to the industry.

Our plan to close the gap

We are committed to closing the Gender Pay Gap by taking action to encourage female participation in construction and tackling barriers that may limit retention and progression.

By offering dozens of electrical apprenticeships each year, we are providing an important entry route into the industry and we consciously encourage applications from female candidates, ensuring we use diverse images in our recruitment marketing and we target a broad audience. With women underrepresented amongst our site-based (electrical) workforce, we have established a Female Electricians Group to connect our female apprentices and electricians around the country and create an important sense of community and belonging.

Our CEO is a member of the Building Bridges Network, which brings together suppliers and subcontractors in the housebuilding sector to share good practice on diversity and inclusion.

We offer flexible working options wherever possible for the roles in our organisation, knowing that fixed arrangements are more likely to present barriers for women due to family/caring responsibilities outside work.

THE IMPORTANCE OF FEMALE ROLE MODELS

Having strong role models is important for the progression of women in any sector. As well as having a female CEO at the helm of our business, women play a vital role as part of our broader Senior Management Team and in roles supporting future generations of female talent.



Sharna George

Head of Training

Sharna joined Clarkson Evans in 2013 as our Apprenticeship Contracts Manager, a junior management position within our Training Team. With a background in hairdressing and apprenticeship delivery/management for that sector, her role was initially focused solely on the areas where she was best placed to use her transferable skills at Clarkson Evans.

As Sharna gained experience within our team, it was clear that she had the potential and determination to take on greater responsibility. Becoming Head of Compliance for our training division in 2016, she progressed to lead quality assurance and manage a team of 9 Assessors and administration staff.

In 2024, Sharna became our Head of Training, joining our Senior Management Team and taking overall responsibility for a team of 25 that delivers training to over 300 electrical apprentices during a typical year.

Sharna commented on her progression in Clarkson Evans: "My journey here has been one of continuous growth and learning. I've been fortunate to work with such a supportive team, and it's incredibly fulfilling to now lead a department that plays a vital role in developing the skilled electricians of the future."



Sue Rice

Head of Customer Services

Sue started at Clarkson Evans in 2021 as our Customer Care Manager, having divided her earlier career between pub management first of all and then later customer services in the financial services sector.

After introducing several process improvements, Sue's role expanded in 2024 when she was promoted to Head of Customer Services, becoming a member of our Senior Management Team and assuming responsibility for our Project Works Team as well as the Customer Care Department.

Now managing a team of 30, Sue has always been driven to embrace any opportunities for improvement and personal progression. "I truly believe you get out what you put in and this is certainly true at Clarkson Evans", said Sue. "Hard work and dedication don't go unnoticed, no matter who you are. Our industry certainly has far more male workers than female but I've always felt we all have a strong voice and fair opportunities for progression."



Claire Cooper

Electrical Lecturer

Claire joined Clarkson Evans as an electrical apprentice in 2017, having previously worked as a backstage technician in theatre and music venues and deciding to embark on a different career path.

After successfully completing her 4-year apprenticeship programme, Claire was promoted to become a Team Leader, responsible for leading a small team on allocated new housing sites and using her new qualifications to provide on-the-job mentoring for the latest intake of apprentices.

In 2023 Claire progressed to the next step in her career with Clarkson Evans by transferring to our Training Team to become an Electrical Lecturer. In this role she's gained formal teaching qualifications and expanded her skillset to teach the full range of apprenticeship topics to our apprentices. Claire also now leads our Female Electricians Group and represents Clarkson Evans at external diversity and inclusion events.

"I am extremely grateful to Clarkson Evans for all the opportunities and support that I have been given right from day one of my apprenticeship. It is a privilege to now be in a role that allows me to play an active part in helping others with their own journeys."



Clare Borthwick

Electrical Assessor

Clare transferred from a college of further education to join us as an Electrical NVQ Assessor and Internal Quality Assurer in 2019, becoming the first female qualified electrician to join our Training Team. Earlier in her career she'd completed an Electrical Apprenticeship and a Degree in Building Services and had gained experience mainly in commercial electrics before deciding to move into education.

In her position at Clarkson Evans she's an important role model and mentor for our female learners. Having a diverse Training Team is particularly significant for us as a company due to the extent of their influence and contact with the junior workforce that is set to be our senior team in years to come.

Clare's keen to give words of encouragement to any women thinking of following in her footsteps to become electricians: "I've always found the industry to be very welcoming and rewarding and female customers often feel more comfortable with having female tradespersons in their homes or on their premises so we're definitely in demand!"

OUR GENDER PAY GAP DATA

(as at 5 April 2024)

The Median and Mean Gender Pay Gap

As outlined above, a gender pay gap exists in our organisation due to the role distribution of our male and female employees. Women occupy fewer highly paid roles.

When comparing median hourly pay, our female staff earn 88p for every £1 that our male staff earn. Median hourly pay is therefore 12.2% lower for women.

When comparing mean (average) hourly pay, women's mean hourly pay is 20% lower than men's.

The percentage of women in each pay quarter

Women occupy 2.6% of our highest paid jobs and 5.8% of the lowest paid jobs.

