



## City Building - Gender Pay Gap Narrative 2025

### About Us

As one of Scotland's largest construction businesses, City Building delivers a range of repairs and maintenance, construction, and refurbishment activities across the public, private and third sectors.

City Building also provides one of the largest construction craft apprenticeship programmes in Scotland and, in addition, operates Royal Strathclyde Blindcraft Industries (RSBi) – one of the largest supported manufacturing businesses in Europe. RSBi employees over 250 people, more than 50% of whom have a disability.

City Building welcomes the opportunity to report its gender pay gap figures for 2023.

### Our Gender Pay Gap

City Building falls under the requirement for organisations with 250 employees or more to report their gender pay gap with figures compiled based on the reporting snapshot of 5 April 2023.

Now in the seventh year of gender pay gap reporting our data includes the following as set out in the reporting requirements:

- mean gender pay gap
- median gender pay gap
- the proportion of men and women in each quartile pay band

Under the legislation requirements this year we are reporting for:

### City Building Contracts

The gender pay gap is a measure of the difference between men's and women's average earnings across our workforce. We are confident that men and women are paid equally for doing equivalent jobs across our workforce.

Mean gender pay gap: 11%

Median gender pay gap: 7%

Quartiles	Male %	Female %
Lower Quartile	84.7	15.3
Lower Middle Quartile	95.8	4.2
Upper Middle Quartile	95.8	4.2
Upper Quartile	93.0	7.0

City Building Contracts does not operate a bonus or long-term incentive scheme for any of our employees therefore we are not required to report bonus gender pay gap figures.

## **Our Focus on Diversity and Inclusion**

We are proud of the work we do to ensure that everyone can succeed in their role and diversity and inclusion continues to take a strong focus in our business and is core to our values and behaviours across the organisation.

The construction industry continues to face challenges to address historical issues of gender imbalance along with attracting individuals from ethnic minorities and individuals with a disability into the sector.

However, at City Building we are proud of the steps we have taken to ensure our workforce reflects our society, customers and communities that we serve. This will continue despite the challenges and economic uncertainty faced.

Our gender pay gap figures are positive in comparison to the wider construction sector however we know that we need to do more to address workforce imbalance that is evidenced in our pay quartiles. However, over the last seven years of gender pay gap reporting we are seeing incremental improvements in our pay gap figures and also the percentage of women across our quartiles. There continues to be a challenge in getting more women into upper management positions, but this will continue to be a focus for us and we will actively work with talented females in the business to ensure that we remove any barriers that exist to their career progression. pay quartiles in the future. Progress in these activities has seen an increase of 66% from female employees undertaking Further and Higher Education programmes to support their progression in the organisation.

I can confirm that the data reported and the information in this statement is accurate.

Sharon Wearing  
Executive Director  
February 2025