

Annual Gender Pay Gap Report at 5 April 2019.

HF Electrical Ltd (hereafter referred to as HF) is a family owned and managed company that has been providing electrical, mechanical, plumbing, heating, fire & security services throughout the UK for over 35 years. HF’s family culture is the core of our business. We consider all our employees as part of our family and an invaluable asset to our ongoing success.

HF is committed to creating an inclusive workplace and encourage all employees to reach their full potential. We believe in the principle of equal opportunities and equal treatment for all employees and do not discriminate based on sex, race, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientations. Our Equal Opportunities Policy aims to remove unfair and discriminatory practices and encourages full contributions from its diverse community.

The gender pay gap is the difference in the average earnings between men and woman, regardless of the roles they do. It differs from equal pay which looks at pay differences between men and woman carrying out comparable roles. HF remunerates its employees equally for work of equal value.

HF acknowledge there is a shortage of female candidates in the construction industry. The UK Government’s requirement for companies to be more transparent on gender pay highlights that the construction industry has a long way to go to achieve the desired female representation and close the gap.

Gender Balance

HF’s workforce including all relevant employees is split as follows:



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Glasgow Tel: +44 (0)141 429 5575 | Edinburgh Tel: +44 (0)131 337 4011 | Manchester Tel: +44 (0)161 406 8233 | Belfast Tel: +44 (0)2890 815 831 | Aberdeen Tel: +44 (0)1224 663 945



HF Group

HF Electrical Ltd
100 Albert Drive, Glasgow G41 2SJ
www.hf-group.co.uk

HF Electrical
HF Mechanical Services
HF Plumbing & Heating
HF Fire & Security

The following figures have been calculated using the standard methodologies used in the Equality of Act 2010 (Gender Pay Gap Information) Regulations 2017.

Category	Percentage
Mean Gender Pay Gap	-9.3%
Median Gender Pay Gap	28.8%
Mean Gender Bonus Gap	43.5%
Median Gender Bonus Gap	33.3%
Proportion of Male Employees Rec	22.0%
Proportion of Female Employees R	12.5%

Pay Quartile by Gender

	Male	Female
Lower Quartile Pay Band	75.8%	24.2%
Lower Middle Quartile Pay Band	79.0%	21.0%
Upper Middle Quartile Pay Band	100.0%	0.0%
Upper Quartile Pay Band	80.6%	19.4%
TOTAL	83.9%	16.1%

Gender pay gap review

Women in STEM workforce 2018 reported in June 2018 that women made up 11% employment in the construction industry. HF's female workforce is slightly above these findings, with 16.1% (2018 – 17.5%) of female employees.

Furthermore, Women in STEM workforce 2018 reported that only 8% of skilled trade roles are taken by woman which was the same percentage reported in 2017.

The gender pay gap is the difference between the mean hourly rate of pay for males and females. The Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) reported in 2019 for the whole UK economy, males were on average paid 8.6% more than females. HF's mean gender pay gap reported female employees were paid 9.3% more. This is due to an imbalance in male and female apprentices. Apprentices currently make up 21.9% (2018 - 18.8%) of our workforce. We are successful in attracting female candidates for support roles but receive limited applications for female apprenticeships. This is an industry wide problem with Women in STEM 2018 reporting woman only making up 8% of skilled trades

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Fulton®



Registered Office: 100 Albert Drive, Glasgow, G41 2SJ
Company No.: SC073414
VAT Reg: GB 481 1562 53
UTR: 58190 06542



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Reducing the gender pay gap

HF is fully committed to promoting gender diversity in its workforce to maximise innovation, creativity and competitiveness.

We acknowledge it will take a number of years before we have an equal gender balance due to the current number of qualified female electricians and mechanical engineering's. Moreover, the number of females starting apprenticeships is still not equal to the number of males. In the meantime, we will continue to:

- Promote our Equal Opportunities Policy.
- Continue to remunerate employees doing comparable roles with comparable skills equally.
- Not discriminate based on their sex, race, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientations.
- Acknowledge the importance of diversity within our workforce.

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