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Registered in England No. 10909968

Gender pay gap report.

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HOMES

Introduction.

ilke Homes was created with the purpose of making great homes possible for everyone. As an innovator and disrupter in the house building sector, our values form the foundation of our business, ensuring we are a Pioneering, Responsible, Proud Community of people.

We are fully committed to supporting gender equality in the workforce; with this in mind we operate a number of flexible working and family friendly policies, career development opportunities accessible for all and a transparent and visible pay and reward policy and structure.

Diversity is absolutely critical to the innovative nature of our organisation. We believe everyone should have an equal opportunity to be their best, share their talent and develop a rewarding career. Our business reaches across both manufacturing and construction, both historically male-dominated, so we still have a lot of work to do in breaking down the preconceptions of our working environment, and will keep pushing an attraction strategy that will engage a wider, more diverse pool of talent.



Gender pay gap explained.

Gender Pay Gap Regulations in the UK require employers with greater than 250 employees to report their gender pay gap in line with specific criteria. This report is based on data at April 2020. Gender pay gap is different from 'equal pay'. Equal pay is the difference in pay between men and women who carry out the same or similar jobs or jobs of equal value.



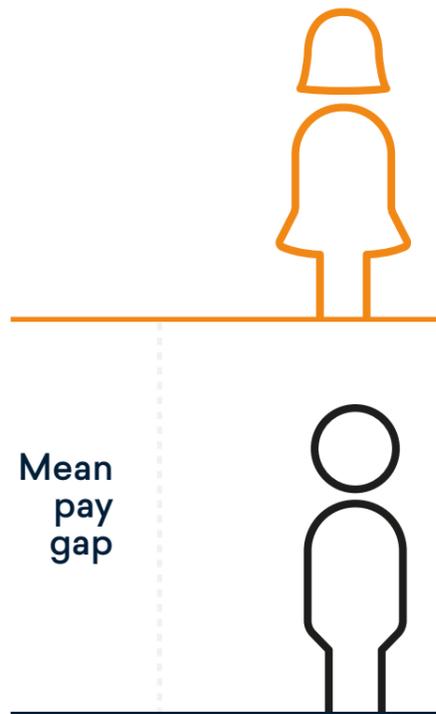
Lowest paid

The median

Highest paid

What is a gender pay gap?

Gender pay gap represents the difference in the average hourly earnings of men and women across a business regardless of the role they do. The gap can be impacted by a number of factors, including the number of men and women in all roles throughout the company. As a result of different jobs paying different rates and the number of men and women performing those jobs being variable – a gender pay gap may exist.



Statement.

ilke Homes is a fast-growing organisation. We have nearly doubled the size of our business in terms of people in the past year, a trend which will continue for the foreseeable future, so our gender split and demographics are also changing rapidly, with a growing number of women joining the organisation in all areas and levels.

The data in this gender pay report reflects the historical nature of the construction and manufacturing industries, and our gender pay gap data reflects the majority percentage of employees in factory team member roles, on fixed salaries.

Based on our strong pipeline of work, recruitment has been top of our agenda for the past 12 months. Attracting a more diverse workforce is essential, not just desirable, and our recruitment and onboarding techniques, processes and overall approach have developed to meet that challenge.

As well as delivering ground-breaking products to revolutionise housing supply, we have a unique opportunity to develop careers for people who would not traditionally consider working in the construction or manufacturing environment. Our strategy remains focused on designing and offering roles that can appeal to a diverse pool of people, including those returning to work after a career break or maternity leave, ex-forces personnel and those with neurodiversity or learning disabilities. We have diversified within our apprenticeship programme, to include roles in production, construction and across our support functions including finance, technology and marketing and continue to grow internship opportunities.

We regularly review and analyse our employee pay to ensure all genders are treated equally when performing the same role. We are therefore confident that we do not have equal pay issues. We will however continue to fight to develop the gender balance within our organisation, with positive action to attract a diverse pool of talent.



Total number of employees:

464



17.67%

of our employees are female



82.33%

of our employees are male



Mean (average) gender pay gap using hourly pay.



On average, women are paid

4.3%

less than men

Median gender pay gap using hourly pay.



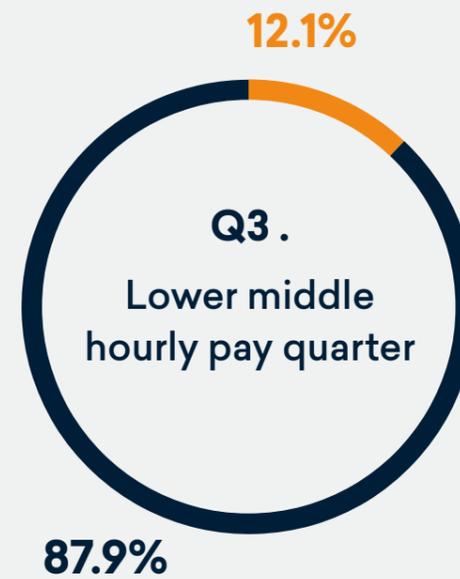
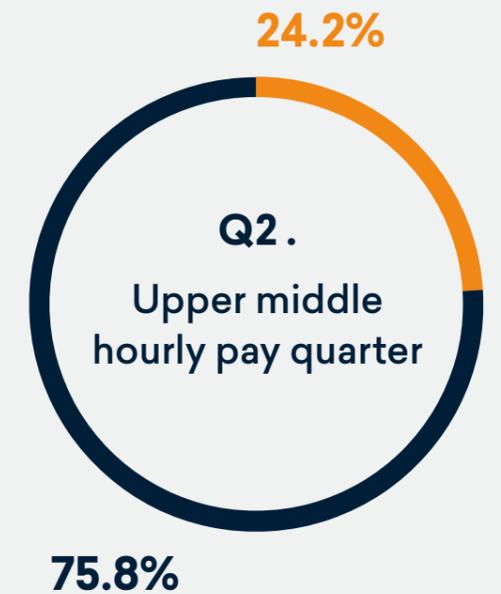
Men are paid

19.5%

less than women

Percentage of men and women in each hourly pay quarter (gender split by the 4 quartiles).

Men
Women





We're a young business, rapidly growing and developing. It's very exciting to see the opportunities we have to change the perception of our industry in terms of diversity and inclusion.

We do things in a very different way to traditional construction and manufacturing businesses, and that enables us to ensure our roles are accessible, achievable and appealing to a broad variety of people.

We are happy to see the balance of gender shifting in the right direction each year, and after the significant growth during the past 12 months we are confident our next report will reflect the hard work we have put into attracting more women into the industry.

As well as the improvements in recruitment and onboarding, we have also invested heavily in improving our overall employee experience and our internal engagement survey results reflect significant progress and an engagement score that positions us above industry benchmarks. We know this continued effort will ensure ilke Homes is a great place to work and an attractive proposition for a diverse workforce.

We confirm that the data reported is accurate.

Jo Mansell,
Executive Director – Partnering
ilke Homes Limited

