

**Woodall Homes**  
**Gender Pay Gap Report**  
**2023**



**Introduction**

Woodall Homes is a small property development company specialising in building houses and we operate within the construction sector.

Our industry tends to attract a predominantly male workforce and our organisation also reflects this in its composition. We are working with local education providers to encourage young men and women to view the construction industry as a positive career choice and we continue to develop our female employees as part of our management team.

**Gender Pay not Equal Pay**

The Gender Pay gap compares the hourly pay between men and women within an organisation at a point in time. It is different to Equal Pay which is the difference in pay between men and women who have the same or similar roles.

Our Mean (average) Gender Pay Gap is **22.3%**

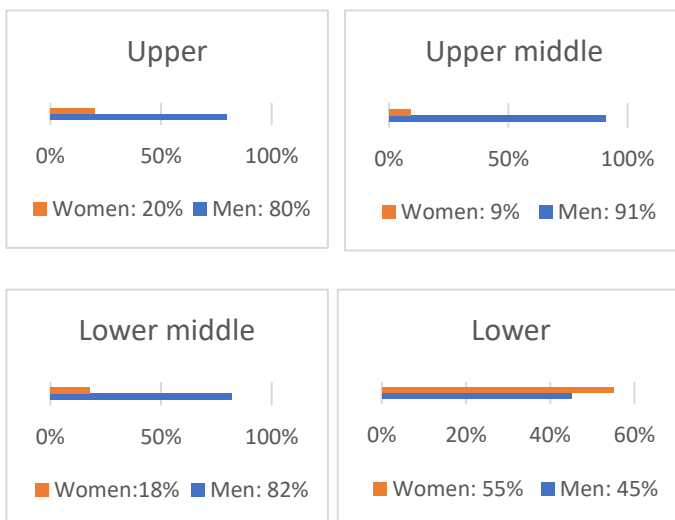
Our Median (middle) Gender Pay Gap is **19.2%**

Our Mean Gender Pay Gap is broadly in line with the Construction sector which stood at 17.6% in 2023 whilst our Median Gender Pay Gap compares favourably with the Construction sector which was 22.1%.

Our Gender Pay Gap reflects our predominantly male workforce which makes up 76% of our staffing. Our female workforce (24%) is higher than the 2023 UK levels in the construction sector which stands at 15.8%. We acknowledge that we have a gender pay gap and that it's mainly due to the roles in which men and women work within our industry and the salaries that these jobs attract. Our approach to recruitment, performance management and training continues to enable both men and women to access opportunities across the organisation.

**Pay Quartiles**

These charts show the proportion of men and women in each pay band.



**Bonus**

Our mean (average) Gender Bonus Gap is **-11%**

Our median (middle) Gender Bonus Gap is **-52%**

31% of men received bonus pay  
36% of women received bonus pay



**Note:** although Woodall Homes is under the minimum size required for mandatory reporting in the UK, we follow the same methodology and look at our pay gap based on mean and median pay.

As part of our commitment to openness we publish the results of our gender pay gap analysis.