



Gender Pay Gap Report 2024/2025

Tower Cranes / Transport / Power Generation / Shot Blasting / Fabrication

Falcon Tower Crane Services Ltd
Shipdham Airfield Industrial Estate
Shipdham, Thetford, IP25 7SD

Workforce Composition

- **Total Females Employed:** 19
- **Total Males Employed:** 298

Hourly Rates

- **Mean Average Hourly Rates:**
 - Male: £18.19 per hour
 - Female: £16.91 per hour
 - Total: £18.11 per hour
- **Median Average Hourly Rates:**
 - Male: £16.00 per hour
 - Female: £15.16 per hour
 - Total: £16.00 per hour

Quartile Distribution

- **Lower Quartile:**
 - Males: 85%
 - Females: 15%
- **Lower Middle Quartile:**
 - Males: 100%
 - Females: 0%
- **Upper Middle**
 - Males 96%
 - Females: 4%
- **Upper Quartile:**
 - Males 95%
 - Females: 5%

Analysis

Falcon Tower Crane Services Limited are in the Construction Industry Sector which by its nature is a heavily male-dominated Sector. Our workforce is therefore made up of a small fraction of females. The reason for the small fraction of females is due to the department counts and type of job roles contained within them, our Tower Crane Operator count is 132 of which only 1 is female, with our Field Staff and our Depot Staff count stands at 117 which are all males. Our Office Staff count is 68 and is represented by 18 females, which is over one quarter.

Hourly Rates Analysis

- **Mean Hourly Rate:** The mean average hourly rate for males is £18.19, while for females it is £16.91. The overall mean average hourly rate is £18.11. The mean pay gap has decreased from last year, with males earning £1.28 more per hour than females on average.
- **Median Hourly Rate:** The median average hourly rate for males is £16.00, compared to £15.16 for females. The overall median average hourly rate is £16.00. This indicates that at the median level, females earn £0.84 less per hour than males.



Quartile Analysis

- **Lower Quartile:** Males constitute 85% of this quartile, with females making up the remaining 15%. This indicates a significant gender disparity in the lower-paying positions.
- **Lower Middle Quartile:** Males constitute 100% of this quartile. This indicates a significant gender disparity in the lower-paying positions.
- **Upper Middle Quartile:** Females represent only 4% of the workforce in these quartiles, highlighting an underrepresentation of women in higher-paying roles.
- **Upper Quartiles:** Females represent only 5% of the workforce in these quartiles, highlighting an underrepresentation of women in higher-paying roles.

Workforce Gender Distribution

- The total workforce comprises 19 females and 298 males. Females represent approximately 6% of the total workforce, while males represent 94%. This indicates a significant gender imbalance within the workforce.

Conclusion and Recommendations

The gender pay gap within Falcon, as indicated by the data, shows a difference in mean average hourly rates between males and females, with males earning more. However, the median hourly rate suggests that females earn slightly less than males at the median level. The quartile distribution reveals significant gender imbalances, in all quartiles, which are overwhelmingly occupied by males.

Falcon's plans to address Gender Pay Gap:

1. **Enhance Recruitment and Retention:**
 - Develop targeted recruitment strategies to attract more females to the industry.
 - Implement mentorship and professional development programmes to support female career progression.
2. **Monitor and Report Progress:**
 - Regularly monitor pay practices and quartile distributions to track progress towards gender pay equality.
 - Publish transparent reports and set actionable goals to address identified disparities.
3. **Promote Work-Life Balance:**
 - Offer more flexible working arrangements and parental leave policies to support employees in balancing work and personal responsibilities.
4. **Bias Training:**
 - Provide training to eliminate unconscious biases in hiring, promotion, and pay decisions.

By addressing these areas, Falcon can work towards achieving a more equitable pay structure and balanced representation across all quartiles, promoting a diverse and inclusive workplace.

Laura Dagless,
Associate HR Director.