

Gender Pay Gap & Ethnicity Report 2025



M&J Evans Construction Ltd is a construction business specialising in civil engineering, groundworks, and foundations across multiple regional geographies. The company operates within an industry that is traditionally male-dominated and employs a workforce across commercial, technical, operational, and professional support roles.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations, M&J Evans Construction Ltd is required to publish gender pay gap information annually. Ethnicity pay gap reporting is produced on a voluntary basis to support transparency and understanding of pay outcomes across the workforce.

Snapshot Date and Bonus Period

- Snapshot date: 5th April
- Bonus period: 12-month period ending on 5th April

The calculations include all relevant full-pay employees employed on the snapshot date and bonus payments paid during the relevant 12-month period, in line with Government guidance.



Gender Pay Gap Reporting (Statutory)

Mean and Median Hourly Pay

The gender pay gap is the difference between the average earnings of men and women across the organisation.

- Mean gender pay gap: 36.26%
- Median gender pay gap: 31.09%

Hourly Pay	Men	Women	Pay Gap
Mean Hourly Rate	£23.88	£15.22	36.26%
Median Hourly Rate	£17.72	£12.21	31.09%



Bonus Pay

Bonus pay includes any remuneration in the form of cash, vouchers, securities, securities options, or interests in securities paid during the 12-month period.

- Mean gender bonus gap: **82.75%**
- Median gender bonus gap: **69.61%**

Bonus Pay	Men	Women	Bonus Gap
Mean Bonus	£17,136.02	£2,955.62	82.75%
Median Bonus	£5,150.00	£1,565.00	69.61%

Proportion of Employees Receiving a Bonus

- Men receiving a bonus: **153 (86.44%)**
- Women receiving a bonus: **50 (84.75%)**



Pay Quartiles

Employees are ranked by hourly pay and divided into four equal quartiles.

Quartile	Men %	Women %	No. of Men	No. of Women
Upper (75 - 100%)	93.10%	6.90%	54	4
Upper Middle (50 - 75%)	83.05%	16.95%	49	10
Lower Middle (25 - 50%)	55.93%	44.07%	33	26
Lower (0 - 25%)	67.80%	32.20%	40	19

Workforce Population (Gender Pay Gap)

- Total full-pay relevant employees included: **235**
 - Men: **176**
 - Women: **59**
- Total relevant employees included: **236**
- Employees excluded from full-pay calculations: **83**



Ethnicity Pay Gap Reporting (Voluntary)

Ethnicity Groupings

For the purposes of this report, ethnicity pay gap figures compare employees who have declared themselves as belonging to an ethnic minority group with those who have declared themselves as white. Employees who have not disclosed their ethnicity are excluded from ethnicity pay gap calculations.

Mean and Median Hourly Pay (Ethnicity)

Hourly Pay	White Employees	Ethnic Minority Employees	Pay Gap
Mean Hourly Rate	£27.54	£18.96	68.84%
Median Hourly Rate	£31.48	£19.23	61.02%

Workforce Population (Ethnicity Pay Gap)

- Total employees included in ethnicity pay gap calculations: 12
- White employees: 284
- Ethnic minority employees: 12
- Employees excluded due to non-disclosure or non-relevance: 0



Our Commitment

M&J Evans Construction Ltd is committed to promoting equality, diversity, and inclusion across the organisation. We recognise that pay gaps are influenced by workforce composition and the distribution of roles across the business.

We remain committed to:

- Attracting and recruiting from a diverse talent pool
- Maintaining inclusive recruitment and selection practices
- Reviewing and benchmarking pay and bonus arrangements
- Supporting development, progression, and internal opportunities
- Encouraging flexible and agile working where roles allow

We will continue to review our data annually and use this insight to inform future actions.



Statement of Accuracy

The information contained in this report has been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations and accompanying Government guidance. Ethnicity pay gap figures have been prepared using consistent methodologies aligned to gender pay gap reporting principles.



Director Declaration

I confirm that the gender and ethnicity pay gap information contained in this report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations.

Judith Marriott

Group People Director

M&J Evans Construction Ltd