



Gender Pay Gap & Ethnicity Report 2024

M&J Evans Construction Ltd are a construction business that operates and delivers a service to major housebuilders and developers, specialising in civil engineering, groundworks, and foundations across different regional geographies. The company operates in an industry that is statistically dominated by a male workforce.

The company typically has a mix of regional Quantity Surveyors, Estimators, Engineers, Buyers, Plant Mechanics, and supporting functions such as Customer Care, Finance, HR, and IT. There is also a small number of the workforce that work on site in one geographical location. The Company has collated the information presented, based on the legislative guidance. We have reported on the six key metrics as follows:

- The difference in the mean pay of full-pay men and women.
- Differences in the median pay of full-pay men and women.
- Contrasts in mean bonus pay of men and women.
- The contrast in median bonus pay of men and women.
- The proportion of men and women who received bonus pay.
- The number of full-pay men and women in each of four quartile pay bands.



The total number of employees reported within the last 12 months is 326, of which 274 were men and 52 were women.

Mean & Median Hourly Rates	
Mean Males Hourly Rate	£20.60
Median Hourly Rate	£12.62
Mean Female Hourly Rate	£13.80
Median Female Hourly Rate	£11.44

Bonus Averages	
Mean Males	£13,752.24
Median Males	£5,000.00
Mean Females	£2,112.56
Median Females	£1,117.87
Mean Difference	84.64%
Median Difference	77.64%

Quartiles	Men %	No. of Men	Women %	No. of Women
Upper (75 - 100%)	91.07	51	8.93	5
Upper middle (50 - 75%)	75.00	42	25.00	14
Lower middle (25 - 50%)	71.43	40	28.57	16
Lower (0 - 25%)	71.42	40	28.57	16



Ethnicity Report

The ethnicity pay gap is calculated by taking all employees across our organisation and comparing the average pay of our white employees with that of employees from ethnic minority groups. This means that even though we have salary ranges in place for all jobs, to ensure that everyone is paid fairly for undertaking the same or a similar role, it is still possible to have an ethnicity pay gap.

This year, we did see a slight increase in the number of individuals recruited from ethnic backgrounds. The majority of these roles were junior positions at entry level, which introduces them both to the industry and the opportunity to build a career with M&J.

Of the 326 employees reported in this year's Gender Pay Gap report, 9 were men of an ethnic background and 2 were women.

Mean & Median Hourly Rates		Bonus Averages	
Mean Male Ethnic Group Hourly Rate	£20.19	Mean Male Ethnic Group	£3,270
Median Male Ethnic Group Hourly Rate	£14.40	Median Male Ethnic Group	£2,339.26
Mean Female Ethnic Group Hourly Rate	£13.42	Mean Female Ethnic Group	£2,339
Median Female Ethnic Group Hourly Rate	£12.63	Median Female Ethnic Group	£2,339
		Mean Difference	71.52%
		Median Difference	0%



Our Commitment

We remain committed to investing in ongoing initiatives to help ensure a balanced involvement in the workforce:

- we welcome applicants from diverse backgrounds and continue to actively seek to address the gender balance with impactful initiatives such as supporting women throughout many roles within the business, recruiting women in specific areas of the business.
- We deliver awareness programmes to educate individuals from all social classes on the opportunities within the business
- we have an inclusive recruitment process, which focuses on addressing the gender balance across all job categories and levels within the organisation. We continue to review this
- we actively analysis, benchmark, and manage our pay and bonus to provide greater equality for people undertaking the same or similar roles at the same level.
- Our Senior Leadership team continues to work in partnership with our Equality, Diversity, and Inclusion (EDI) Policy, supporting our commitment to have an inclusive and open culture.
- we always encourage and champion flexible and agile working (where role appropriate) supporting the need to balance careers and individual circumstances.

