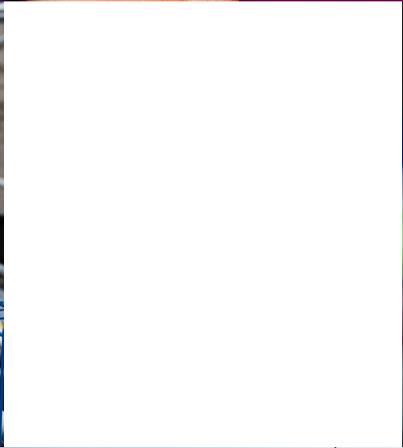




since 1967

Gender Pay Report 2020/2021



 McAlear
& Rushe

Introduction

McAleer & Rushe, established in 1967, is a leading privately owned Design and Build Construction Company. Working throughout the UK and Ireland we specialise in substantial mixed use City centre regeneration projects.

Our Company is built on strong family values and a distinctive characteristic of our business is to retain and develop a highly experienced workforce that is

nurtured and embraces the 'can-do' attitude which we are famously known for.

We pay our employees fairly for the work they do, with equal opportunities awarded to all employees regardless of their gender or any other protected attribute. This is outlined in our company policies, ensuring opportunities are fair and reasonable for all.

Construction & The Gender Pay Gap

Traditionally, the construction sector has been a male dominated environment. When this stereotypical perception is challenged and our initiatives are implemented highlighting the career opportunities available to all genders, we are seeing a gradual shift of more females entering the industry.

As there are fewer females currently within and entering construction sector it is a challenge to recruit as well as promote so the gender pay gap continues to be visible. However, by supporting and encouraging more women to consider a career in the construction industry we all benefit, and McAleer & Rushe want to be a leading example.

Since our previous report in 2018, the mean hourly rate, gender pay gap has decreased by 3.8% and the median hourly rate, gender pay gap has decreased by 7.8%.



What is the Gender Pay Gap?

This is our third gender pay gap report. This report outlines the Gender Pay Gap reporting requirements under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

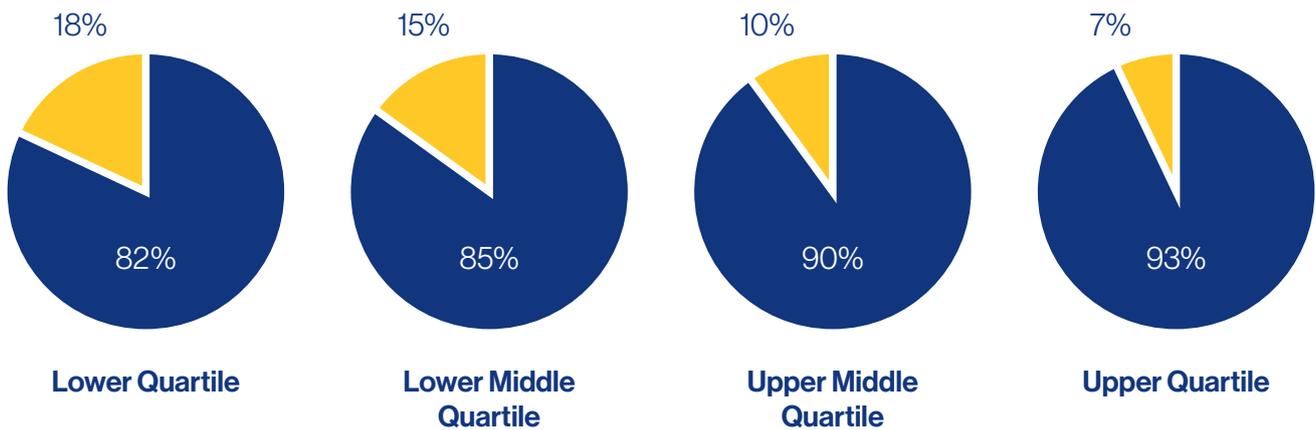
The Gender Pay Gap shows the difference in the average earnings between all men and women in an organisation. Companies with more than 250 employees are required to publish details of their

gender pay gap. The attempt at transparency in the construction industry comes as the average gender pay gap stands in favour of men.

The table below details the overall mean and median gender pay gap based upon hourly rates of pay at 5th April 2020 and the mean and median differences regarding bonuses paid in the year up to 5th April 2020.

Differences Between Men & Women		
	Mean (is the average of a range of values)	Median (the middle value of a range of values)
Hourly Fixed Pay	25.36%	18.48%
Bonus Pay	70.92%	50%

Pay Quartiles



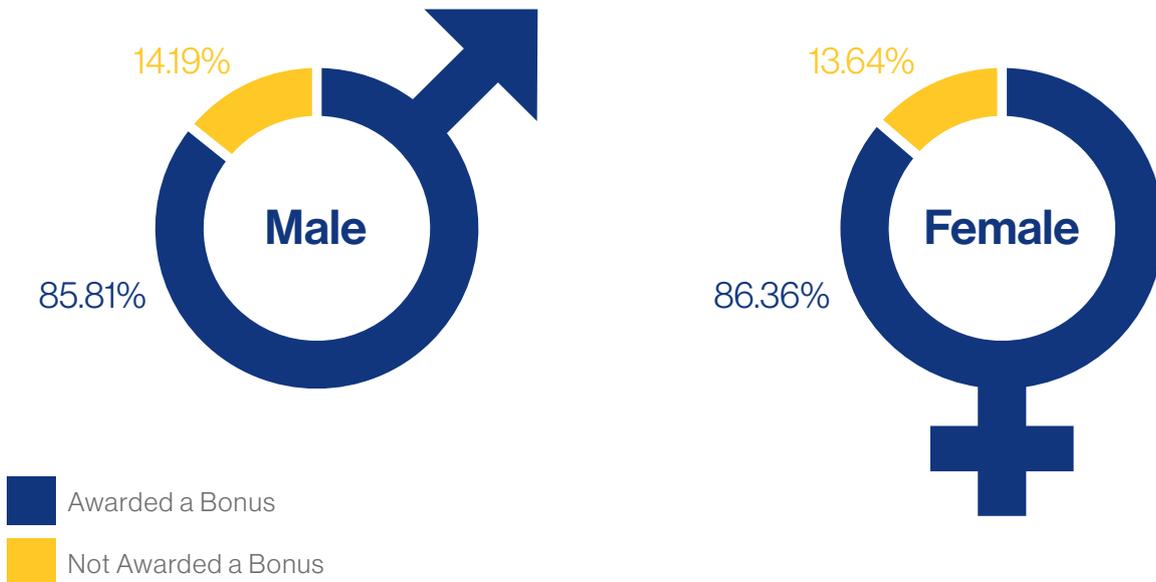
The quartiles shown above summarise the male to female split of our workforce in each pay quartile. These figures are consistent with industry norms.

These figures were calculated by ranking our hourly pay rates into four equally sized quartile groups following which the proportions were calculated.



Proportion of Staff Awarded a Bonus for 2019/20

The pie charts below details the overall females and males awarded a bonus for 2019/2020. This has remained in line with our previous years figures.



Our Actions

McAleer & Rushe showcases the achievements of all our employees across social media highlighting the vast variety of roles in construction.

We highlight our 'leading ladies' in our recruitment advertising, detailing the key job roles female employees hold and their experience of working within the role.

We are continuing to build our engagement by attending schools, universities and colleges, investing in time and resources to advocate why construction is a rewarding and sustainable career path for women.

It is fundamental that we increase our reach with those who are considering their career options.

We identified in our previous report that women entering the industry in junior level roles need to be met with the support framework, resources and tools to progress through to senior positions and are rewarded appropriately and equally.

The company have implemented an improved graduate development programme; providing a workplace mentor, CPD events, professional training courses and workplace shadowing.

Ensuring all employees are given the support and guidance to advance in their career, with some female employees acting as mentor to graduate and placement roles.



Summary

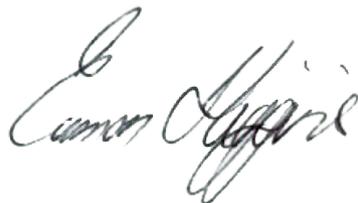
McAleer & Rushe are committed to addressing the gender balance of our workforce on a long term basis and promoting females within the construction industry. We will continue to actively recruit more females at all levels within the organisation through advertising, which highlights our female employees' successes.

The company are committed to developing our training and development framework to ensure that there are more women developing through the business.

The company will build on its existing relationships with educational bodies to highlight the opportunities for women within the construction industry.

McAleer & Rushe are proud of our women leading in the industry and look forward to it continuing further in the future.

You can find out more about us by visiting www.mcaleer-rushe.co.uk



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