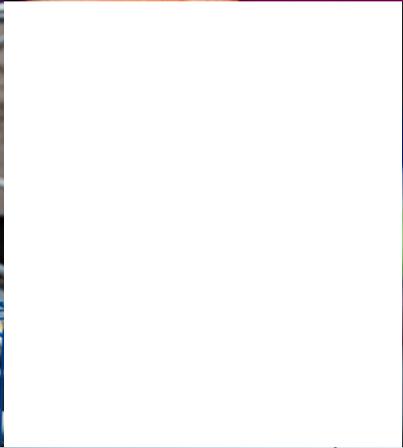




since 1967

Gender Pay Report 2021/2022



**McAlear
& Rushe**

Introduction

McAleer & Rushe (M&R), 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 we want to be a leading example for this change.

Since our previous report in 2021, the bonus pay gender gap has **decreased by 10%.**

What is the Gender Pay Gap?

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

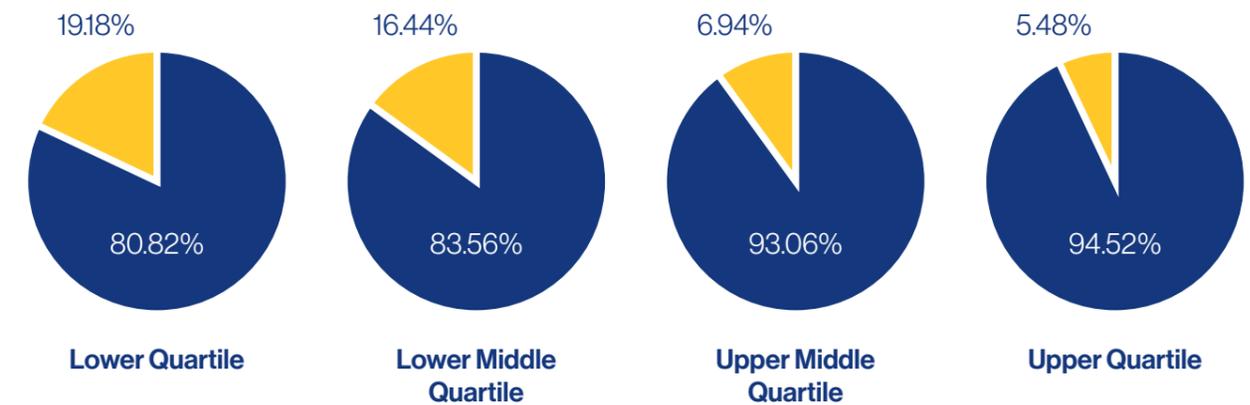
The Gender Pay Gap shows the difference in the average earnings between all men and women in an organisation. Companies with more than 250 employees are required to publish details of their

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 and the mean and median differences regarding bonuses paid.

Differences Between Men & Women		
	Mean <small>(is the average of a range of values)</small>	Median <small>(the middle value of a range of values)</small>
Hourly Fixed Pay	24.05%	21.99%
Bonus Pay	60.92%	50%

Pay Quartiles



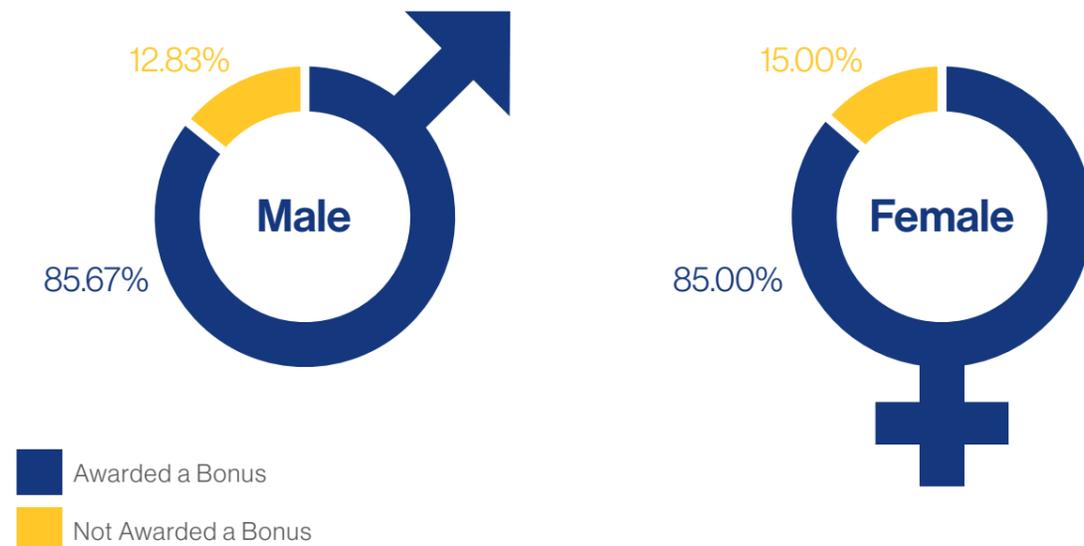
The quartiles shown above summarise the male to female split of our workforce in each pay quartile. These figures are consistent with industry norms.

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

Men Women

Proportion of Staff Awarded a Bonus for 2019/20

The pie charts below details the overall females and males awarded a bonus for 2020/2021. 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. Within the last year we have created recruitment brochures with a section focusing on 'leading ladies' as well as a female manager's career timeline.

We identified in our previous report a need to build on existing relationships with educational bodies to highlight the opportunities for women within the construction industry.

We have worked closely with schools and universities local to our head office and sites; providing presentations, site tours and information to the students. It is fundamental that we continue to engage with those who are considering their career options and ensure young females are fully aware

of the opportunities available to them within the construction industry.

As part of our International Women's Day 2022 campaign we interviewed some of our female colleagues to share their stories and experience of working in Construction. The video was then shared on our social media platforms where it reached a wide audience.

As part of the campaign we introduced a 'Day in the life' Instagram takeover which highlighted the normal working day of a female Graduate engineer and a female Assistant Site Manager. This provided our social media followers with a real life insight into the career options available to females interested in working in construction.

Summary

The Company 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 and engage with the wider public in highlighting the roles available to women in construction.

McAleer & Rushe are committed to developing our training and development framework to ensure that there are more women developing through the business. We will focus on evolving our training structure to support our existing female employees with their personal and professional development.

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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