

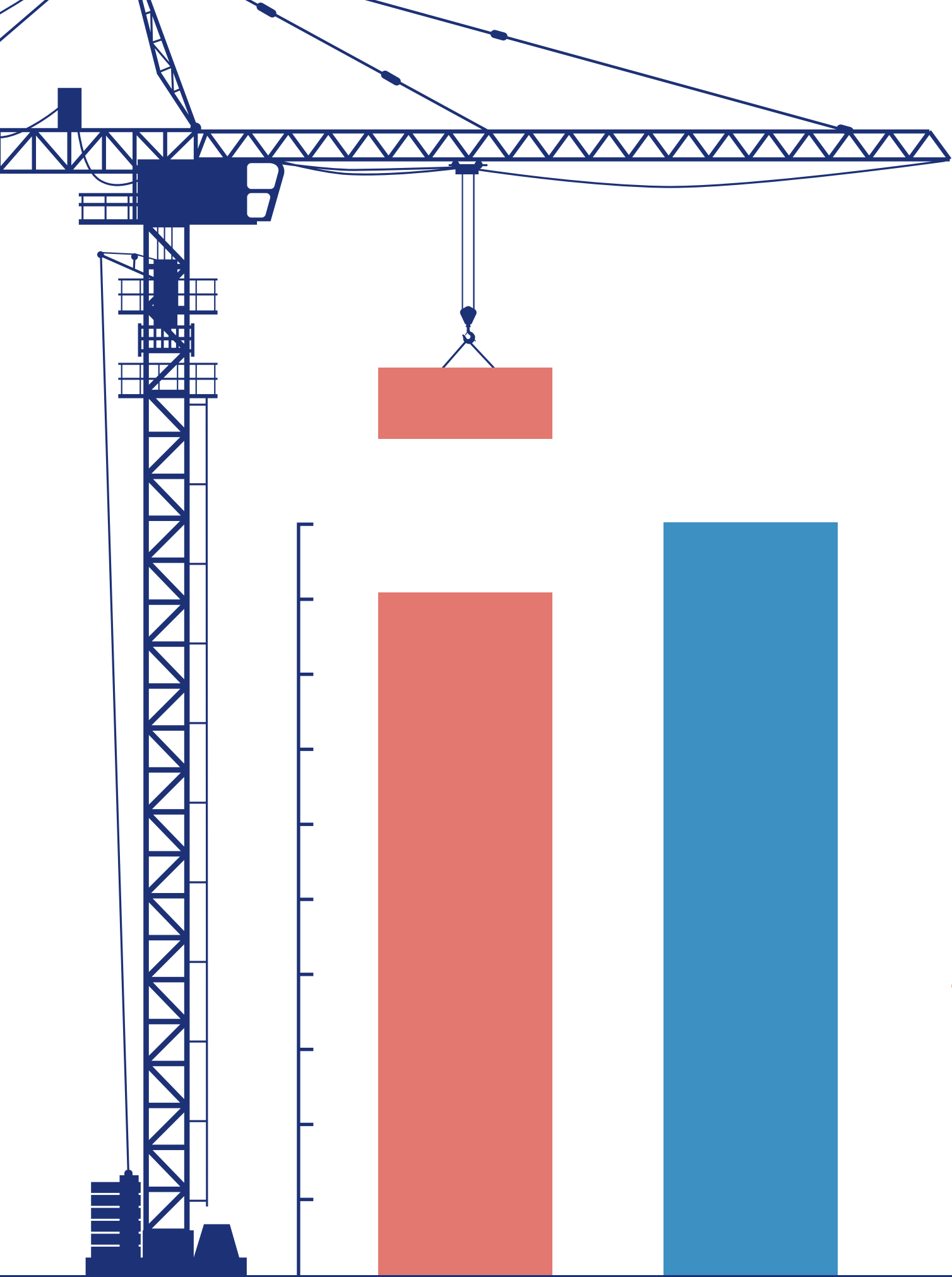
We take pride in transparency as we address the gender wage disparity within our organisation.

This report delves into our efforts to promote inclusivity, close the gap, and create a more equitable and diverse workforce for a thriving future.

Building the future. **Together.**



Gender Pay Report 2023



Introduction

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.

Established in 1967, McAleer & Rushe is a leading Design and Build Construction Company. Our Company is built on strong family values, with over 380 dedicated staff engaged in 24 projects across the UK, and a turnover of more than £400 million.

One of our defining characteristics is our commitment to nurturing and empowering a highly experienced workforce, embodying the renowned “can do” attitude we are known for. We value diversity and consider it to be important to business success and integral to our Company.

We ensure fair compensation for all employees based on the work they perform, irrespective of their gender or any other protected attribute. We have clearly defined policies in place to ensure equal opportunities for all, and to ensure that every employee is treated with respect and fairness.



What is the Gender Pay Gap?

This is our fifth 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 Gender Pay Gap in Construction

The construction sector is traditionally male-dominated, however in recent years, efforts have been made industry-wide to challenge this stereotype and promote gender diversity within the industry. These initiatives aim to highlight the career opportunities available to individuals of all genders. As a result of these initiatives, there has been a gradual shift with more women entering the construction industry.

Despite the positive changes, it is still a challenge to recruit and promote women in significant numbers, which contributes to the persistence of the gender pay gap within the sector.

The number of females studying in construction-related disciplines is significantly less than the number of males, which results in females being under-represented within the construction industry.

To tackle this issue, we are actively supporting and encouraging women to consider a career in construction by collaborating closely with educational institutions. Our focus is on creating an inclusive and supportive environment that offers equal

opportunities for professional growth and development to all employees, irrespective of their gender. By fostering such an environment and actively promoting gender diversity, we aim to continue breaking down barriers and creating more opportunities for women in the construction industry.

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The Gender Pay Gap shows the difference in the average earnings between all men and women in an organisation. Gender pay gap reporting provides a framework within which gender pay gaps can be surfaced so that, both inside and outside of the workplace, we can think holistically about why gender pay gaps exist and what to do about them.

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



Since our previous report in 2022, the bonus pay gender gap has decreased by 22%.



2023 Key Findings

The table below details the overall mean and median gender pay gap based on hourly rates of pay and the mean and median differences regarding bonuses paid.

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	32%	28%
Bonus Pay	32%	28%

Pay Quartiles

Women Men

Upper hourly pay quarter (highest paid)



Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter (lowest paid)



Bridging the Gap

In the past year, McAleer & Rushe have dedicated significant efforts to enhance our commitment to equality and diversity, aiming to foster an inclusive workplace culture.

Significant achievements included registering with the Diversity Mark, signing the Diversity Mark Charter, and signing up for the CIOB Diversity and Inclusion Charter. By doing so, we publicly declared our commitment to Equality, Diversity and Inclusion, and agreed to take action to improve gender diversity within our organisation.

We introduced an Equality, Diversity, and Inclusion Policy to further reinforce our commitment. This policy was established with the primary objective of cultivating an environment that values and respects various cultures and groups, not only within our team but also in our interactions with clients, visitors, suppliers, and contractors.

We firmly believe that diversity plays a crucial role in the success of our business and is an essential part of our Company's identity.

To mark International Women's Day (IWD) in 2023, we proudly announced the implementation of an enhanced maternity leave policy and the introduction of a menopause policy. These important steps showcased our unwavering commitment to supporting women throughout their entire journey within McAleer & Rushe.

We also produced a video showcasing roles that females are working in within our organisation. The video, which included 16 female employees, was shared on our social media platforms where it reached a wide audience.

As part of the campaign, we continued our 'Day in the Life' Instagram takeover which high-lighted the normal working day of a female Graduate Engineer and a female Placement Quantity Surveyor. By doing so, we offered our social media followers a genuine glimpse into the rewarding career opportunities available to women interested in the construction industry.

In previous reports, we recognised the importance of strengthening our ties with educational institutions to emphasise the opportunities available to women in the construction sector. This year, we took concrete action by organising multiple school visits to our construction sites.

Furthermore, we delivered a presentation to a group of female students at a local school, aligning with our efforts to promote career prospects for women in the construction industry, coinciding with International Women's Day.

During these school visits and presentations, we provided valuable insights into McAleer & Rushe's ongoing projects, the various job roles available, and the potential career pathways within the construction field.



Holy Trinity College School Talk "Women in Construction"

Female employees shared their personal experiences and knowledge of working in different roles within the industry, encouraging the students to consider pursuing a career in construction.

This report highlights the substantial progress we have made over the past year in promoting inclusivity and increasing female representation in the industry. Looking ahead we are committed to building upon these achievements by focusing on a gender-specific action plan.

Recognising that education plays a vital role in improving diversity, we will maintain our collaboration with primary and secondary schools, as well as further education institutions, to raise awareness about the various opportunities within the sector.



Our "Day in the Life" series on social media



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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