



Gender Pay Gap Reporting

As a major regional Civil Engineering and Waste Management contractor MJ Church is fully committed to improving its gender pay gap statistics and has taken a number of approaches that will improve the gap in years to come. For men and women in any like for like role they are paid with parity. The company actively recruits women into all areas of our business and increasingly into technical and construction site roles.

MJ Church is very keen to support increasing numbers of women into the industry and actively support local schools and colleges with STEM events such as Women in Engineering and career fairs. Our team of women Contracts Managers, Site Engineers and Quantity Surveyors have all supported these events highlighting the opportunities that the industry has to offer.

There are areas of our business however, that are still very male dominated – in particular the Site Operatives and Lorry Drivers. We continue to actively recruit women into these areas.

Our statistics shown that women are under-represented in the middle upper and upper quartile. Women are being actively recruited into middle and senior management positions both from external routes and by promoting from within.

We understand the scale of the task ahead and are fully committed to working toward narrowing the gap.

For & On Behalf of M J Church

A handwritten signature in black ink, appearing to read "Ben Staff", with a long horizontal flourish extending to the right.

Ben Staff

Managing Director

Gender Pay Gap Statistics

The table below shows the overall company mean and median pay gap based hourly pay. (The statistics are based on all staff weekly & monthly paid) on a snapshot date of 5th April 2018.

	Mean %	Median %
<i>Hourly Pay</i>	6.1	13.6
<i>Bonus</i>	97.2	63.0

Bonus payments were paid on performance and also include driver and operative bonuses who make up a large percentage of our workforce. This method of bonus payment has been superseded. This has resulted in a fall in the number of employees receiving a bonus. This number is expected to fall further in the current year.

	Men %	Women%
<i>Proportion who were paid a bonus</i>	39.7	7.1

The table below sets out the quartile bands.

	Men %	Women %
<i>Upper</i>	86.5	13.5
<i>Upper Middle</i>	95.9	4.1
<i>Lower Middle</i>	84.9	15.1
<i>Lower</i>	75.7	24.3