



Gender Pay Gap Reporting

Due to the coronavirus outbreak the Government Equalities Office and the Office of Human Rights Commission have suspended the deadlines for Dec 2019 – 2020. Meaning there was no expectations on employees to report their data.

In light of the diminished resource available we shall not publish data for this time period. However it seems reasonable with the current numbers of people at work and off CJRS that we shall resume reporting for the 31st March 2021 snapshot period regardless of the GEO and EHRC position.

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