

# M.J.CHURCH

## Gender Pay Gap Reporting 2022/2023

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.

Gender Pay Gap Results	%	%
Mean Gender pay gap - hourly pay	-30.0	
Median Gender pay gap - hourly pay	-3.8	
Mean Bonus Paid	-475.7	
Median Bonus Paid	0.0	
Proportion of males who were paid bonuses	25.9	
Proportion of females who were paid bonuses	25.0	
Quartile Results		
	Male	Female
Upper Quartile	77.8	22.2
Upper Middle Quartile	93.7	6.3
Lower Middle Quartile	93.7	6.3
Lower Quartile	77.8	22.2

For & On Behalf of M J Church



Ben Staff  
Managing Director