



**McAleer
& Rushe**

Gender Pay Report 2017

Introduction

McAlee & Rushe, 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.



At McAlee & Rushe our staff are our most valuable assets. Our success is built upon a highly experienced and innovative workforce. We could not be where we are today in the industry without investing in our people.



This report outlines the Gender Pay Gap reporting requirements under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Gender Pay Gap

So, what is the Gender Pay Gap?

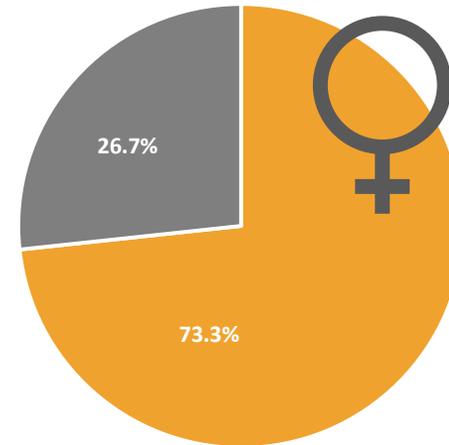
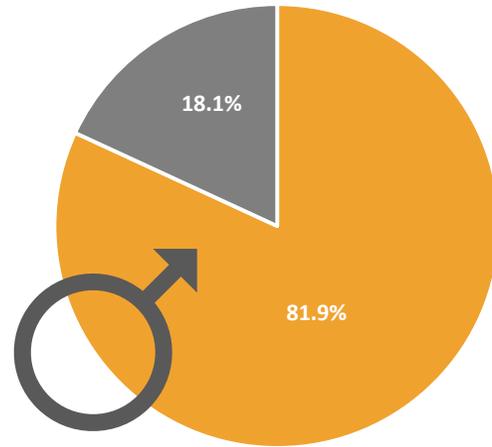
The Gender Pay Gap shows the difference in the average earnings between all men and women in an organisation. Companies with more than 250 employees are required to publish details of their gender pay gap. The attempt at transparency in the construction industry comes as the average gender pay gap stands in favour of men. A limitation of gender pay gap reporting is it does not compare gender in equivalent job roles.

Differences between men and women		
	Mean (is the average of a range of values)	Median (the middle value of a range of values)
Hourly Fixed Pay	35.8%	32.8%
Bonus Pay	64.0%	40.0%

The table above details the overall mean and median gender pay gap based upon hourly rates of pay at 5th April 2017 and the mean and median differences regarding bonuses paid in the year up to 5th April 2017.

M&R are an equal employment employer and as a company guarantee the same salaries are paid for comparable roles regardless of gender or any other protected attribute.

Proportion of Staff awarded a bonus for 2016/17



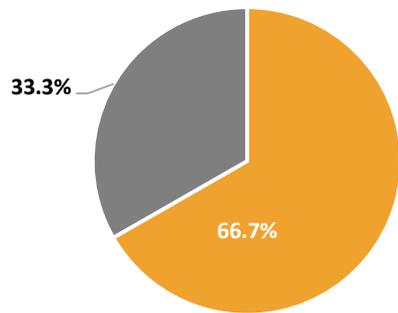
■ Received ■ Did not Receive

■ Received ■ Did not Receive

M&R recognise construction has not had the same level of males and females entering the sector, thus making it difficult to recruit and promote evenly to impact the gender pay difference. However, by supporting and encouraging more women to consider a career in the construction industry we all benefit, and M&R want to be a leading example.

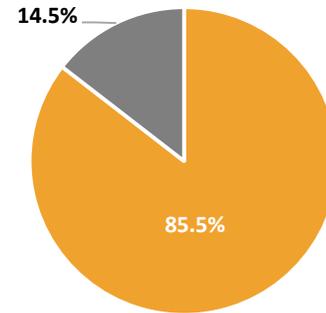
Pay Quartiles

Lower Quartile



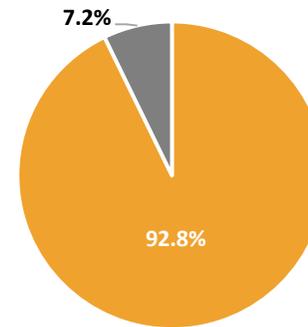
Men Women

Lower Middle Quartile



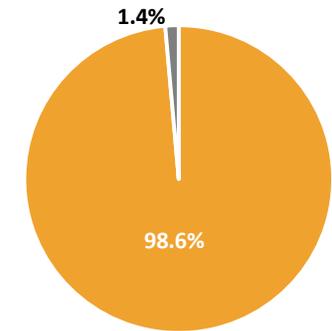
Men Women

Upper Middle Quartile



Men Women

Upper Quartile



Men Women

The quartiles shown above summarise the male to female split of our workforce in each pay quartile. It must be reiterated 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.

Summary

Currently M&R are raising the profile of our existing female employees to bring more women into construction. Women now make up 11% of the workforce and this is steadily growing. By attending schools, universities and colleges investing in time and resources we are promoting why construction is a rewarding and sustainable career path for women.

M&R are proud of our women leading in the industry and look forward to it continuing further into the future. You can find out more about us by visiting <http://www.mcaleer-rushe.co.uk/>.



Handwritten signature of Eamon Higgins in black ink.

Eamon Higgins, Finance Director