



**McAleer
& Rushe**

Gender Pay Report 2018

Introduction

McAlee & Rushe (M&R), 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.



The M&R Philosophy is a workforce of people which have a “can-do” attitude built on strong family values. Our staff are our most valuable assets and we could not be where we are today in the industry without investing in our people.



We strongly believe our people are paid fairly for the work they do, with equal opportunities awarded to all employees regardless of their gender.



Construction and the Gender Pay Gap

Traditionally, the construction sector has been a male dominated environment. When this stereotypical perception is challenged and our initiatives are implemented highlighting the career opportunities available to all genders we are seeing a gradual shift of more females entering the industry.



As there are fewer females currently within and entering construction sector it is a challenge to recruit as well as promote so the gender pay gap continues to be visible. 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.



A limitation of gender pay gap reporting remains as is it does not compare gender in equivalent job roles.



So, what is the Gender Pay Gap?

This is our second gender pay gap report. This report outlines the Gender Pay Gap reporting requirements under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

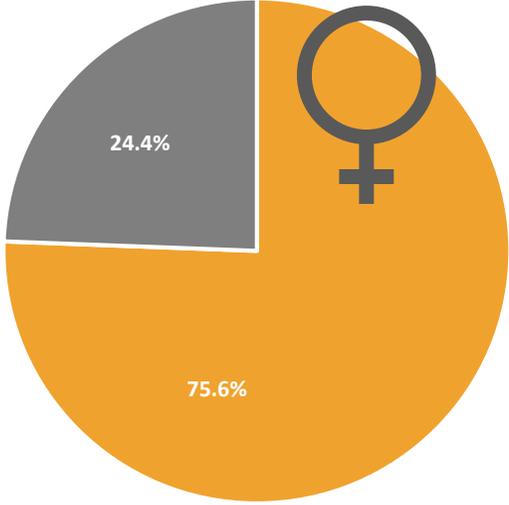
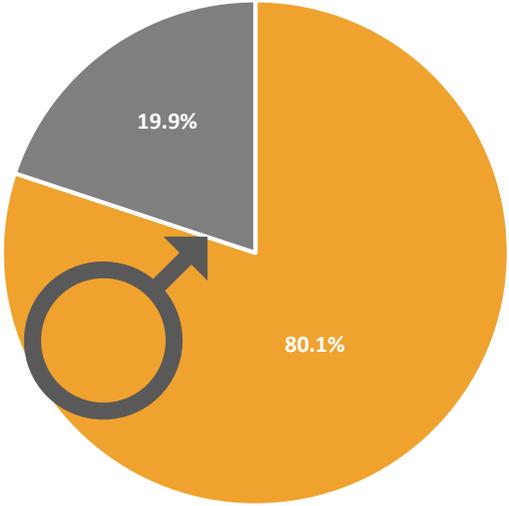
The Gender Pay Gap shows the difference in the average earnings between all men and women in an organisation. Companies with more than 250 employees are required to publish details of their gender pay gap. The attempt at transparency in the construction industry comes as the average gender pay gap stands in favour of men.

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	29.2%	26.3%
Bonus Pay	64.0%	50.0%

The table above details the overall mean and median gender pay gap based upon hourly rates of pay at 5th April 2018 and the mean and median differences regarding bonuses paid in the year up to 5th April 2018.

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 2017/18



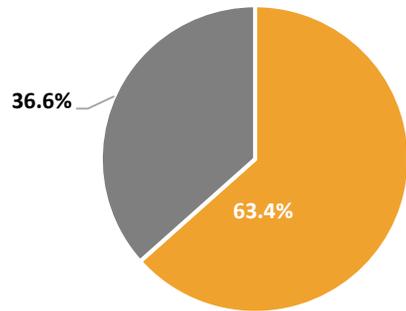
■ Received ■ Did not Receive

■ Received ■ Did not Receive

The table above details the overall females and males awarded a bonus for 2017/2018. This has remained in line with our previous years figures.

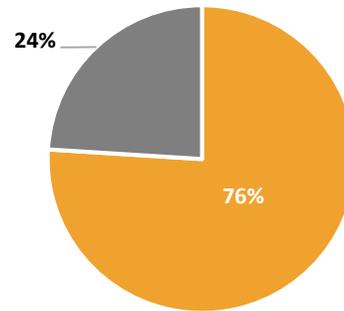
Pay Quartiles

Lower Quartile



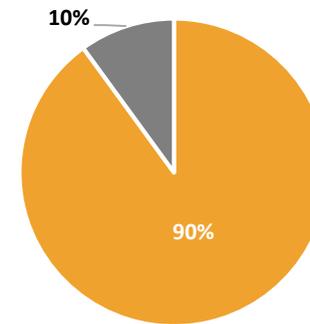
Men Women

Lower Middle Quartile



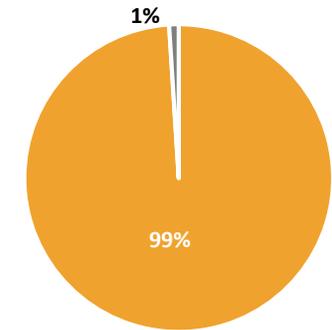
Men Women

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. 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.

Initiatives in 2018



Throughout 2018, we engaged with the public, students and our staff internally by various initiatives. Many of our employees have volunteered to attend workshops with local educational institutions, working with the CIOB on blogs and members events. In addition, we have seen in the past year the implementation of our staff intranet portal to further reach all staff and build upon our own community.

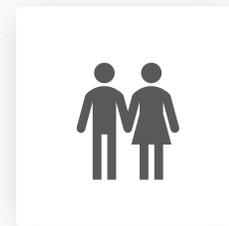
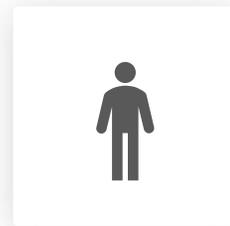


Summary

M&R are continuing to raise the profile of our existing female employees to encourage more women into construction. The company places great emphasis on promoting the vast variety of roles in construction and showcasing the achievements of our employees across social media as one of many avenues to do this. We are continuing to build our engagement by attending schools, universities and colleges, investing in time and resources to advocate why construction is a rewarding and sustainable career path for women. It is fundamental that we increase our reach with those who are considering their career options.

Although as a company we recognise for positive change to be affected and reflected in the gender pay gap, women entering the industry in junior level roles need to be met with the support framework, resources and tools to progress through to senior positions and rewarded appropriately and equally. This is a strategic aim for M&R and we look forward to continuing our efforts with feedback from our staff to build this.

M&R 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 <http://www.mcaleer-rushe.co.uk/>.



A handwritten signature in black ink, appearing to read 'Eamon Higgins'.

Eamon Higgins, Finance Director