

Jones Bros Ruthin (Civil Engineering) Co Ltd

Gender Pay Gap – 5th April 2022

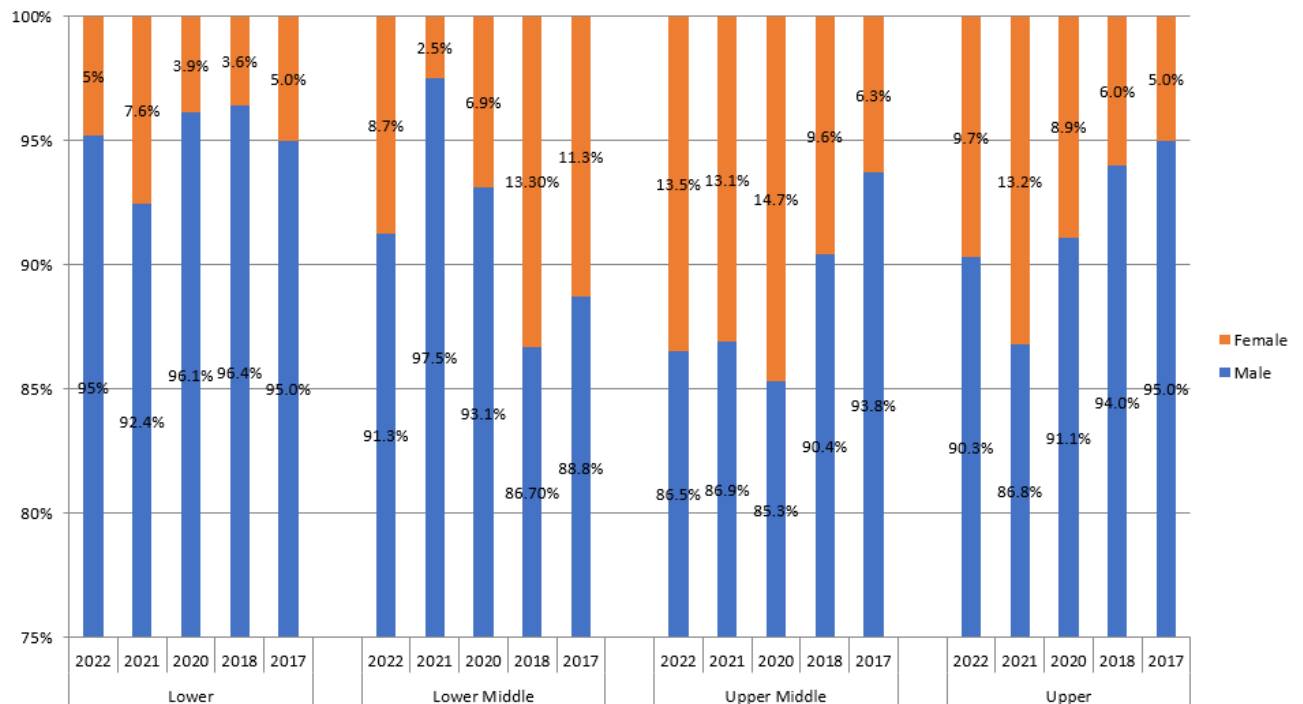
March 2023

We at Jones Bros Civil Engineering UK firmly believe that our achievements are down to the ability and skills of our people. Developing and enabling our staff to reach their potential and deliver the highest performance standards is important. The company rewards our people based on the financial performance of their projects, regardless of the employee's gender, and this system underpins the past and any future success of the company.

We directly employ staff at all levels of experience across all business functions including project delivery, commercial management and business support. As a civil engineering contractor, we have significantly more men employed than women with less than 10% of our current headcount being female. This female under-representation and also the split of roles between males and females has resulted in the gender pay gap reported for the snapshot period fluctuating for the better for females.

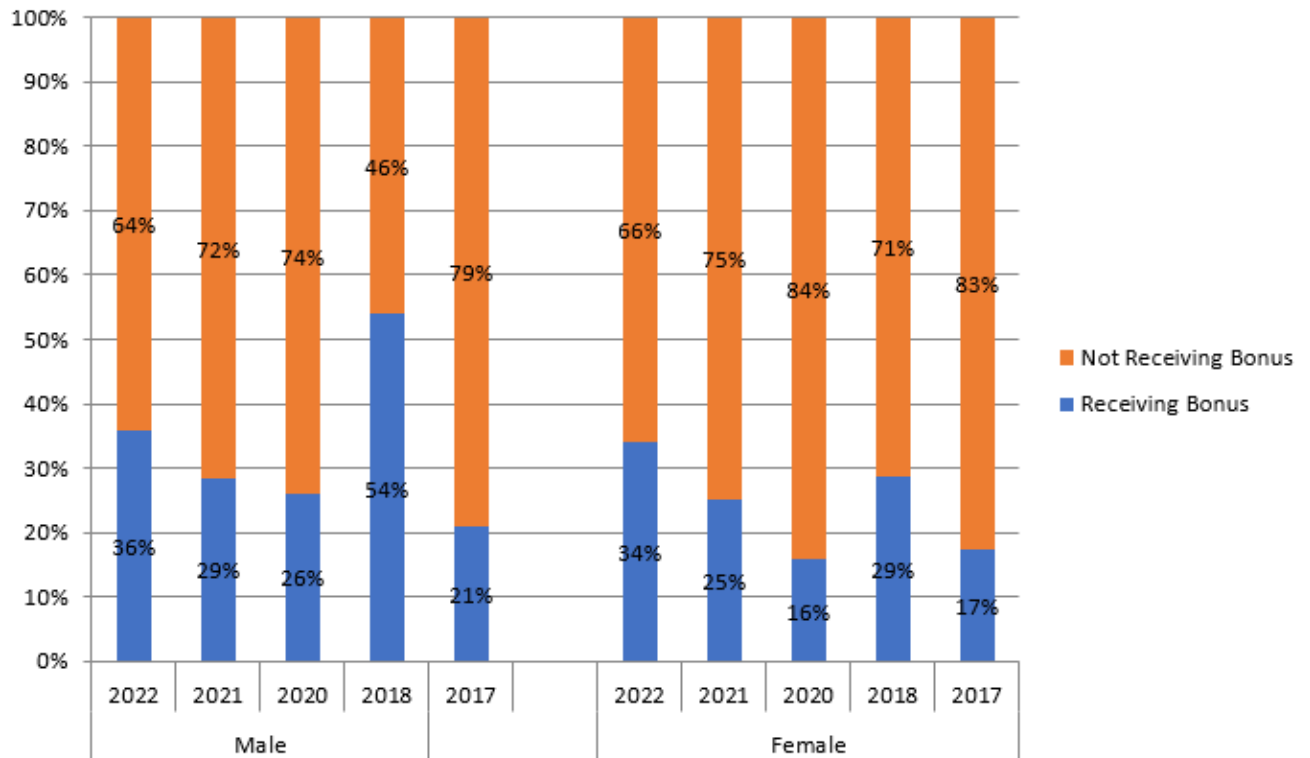
	Mean	Median
Gender Pay Gap	-6.21%	-14.93%

Quartile Analysis



The mean gap has increased in favour of females since 2021 and the median gap has shifted in favour of females. The company has seen employee numbers increase by 50% since gender pay reporting began in 2017 and the majority of joiners have been male in the lower and lower middle quartiles.

Bonus Reporting



	Mean	Median
Bonus Paid	-218.2%	64.5%

Of the women receiving bonus, 38% are in the upper quartile holding positions on the board and within finance and commercial management. Many more men at middle management levels are eligible to receive bonus than women due to there being far more men within the organisation in project management roles. Many of the men receiving bonus are in less senior positions than the women receiving bonus and therefore they received a lower value bonus. This is causing a gender pay gap showing women receiving more.

This year we have seen the proportion of women receiving a bonus increase to 34%. The percentage of men receiving bonus has increased 36% which reflects the significant decrease in male employees at the lower levels who are not eligible to receive a bonus.

Future plans

The company will be continuing to encourage more female representation in project-based roles including plant operatives, project engineers and site project management. We currently have 1 female apprentice and 1 female plant operative employed. We have a new 15-to-18-month training scheme for plant operatives therefore we will be continuing to actively communicate all opportunities within civil engineering and within the business at career events and colleges around Wales and the UK.

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