

2021/22

GENDER PAY GAP REPORT



Foreword

Here at MJ Quinn, we are committed to embracing diversity and promoting equal opportunities as an employer, in the services we provide, in partnerships, and in the decisions we make.

Our aim is to ensure these commitments are embedded in our day-to-day working practices with our customers, colleagues, clients, and partners. Creating and publishing a gender pay gap report is one of the steps that we take to ensure that these commitments are embedded in our day-to-day working practices.

This report and subsequent action plans demonstrated our approach to review and understand the reasons for any gaps and allows us to consider whether we need to develop plans to tackle the cause of these gaps in our strive for continuous improvement within pay equalities.

Statutory declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed by

A handwritten signature in black ink, appearing to read 'L Taylor', is positioned above the printed name.

Lynnette Taylor

Head of HR





Introduction

Company Background

Established in 1978 M.J. Quinn is a national organisation, with contracts covering the length and breadth of the UK and Ireland.

We provide design, installation, and maintenance of telecoms, mechanical, electrical, fire detection and suppression systems, LED Lighting, Air Cooling, and building services. These services cover a customer base across a multitude of different industries including transport, retail, commerce, public services, education, and hospitality.

Gender Pay Gap Reporting

The Gender Pay Gap reporting regulations came into force in April 2017 and requires UK employers with 250 or more relevant employees to publish mandatory information concerning gender pay.

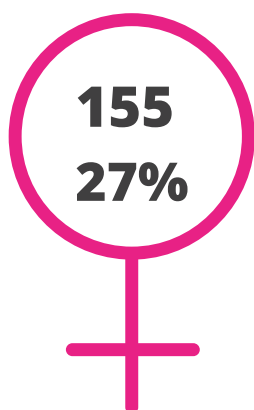
As an employer with more than 250 staff, MJ Quinn must report and publish the following information annually:

1. The percentage of men and women in each hourly pay quarter.
2. Mean (average) gender pay gap using hourly pay.
3. Median gender pay gap using hourly pay.
4. Percentage of men and women receiving bonus pay.
5. Mean (average) gender pay gap using bonus pay.
6. Median gender pay gap using bonus pay.

The following report documents data from MJ Quinn's payroll and describes how the Company is actively taking steps to address the gap identified.

Headcount

The gender pay gap calculations are based on figures drawn from a specific date each year referred to as the 'snapshot date'. In this report the snapshot date refers to 5th April 2021. At the snapshot date MJ Quinn employed 619 employees, all of which were in scope for bonus pay calculations.

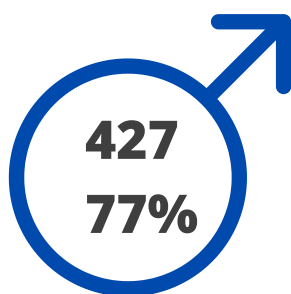


Employee Distribution

The term 'full-pay relevant employees' represents the total employees that were paid their usual full pay at the snapshot date. The images here represent the overall gender distribution for the 582 'full-pay relevant employees' employed by MJ Quinn's on 5th April 2021.

In the previous year the company recorded a split of 73% men and 27% women from a workforce of 328 people.

Although the number of people employed this year is higher the split of male and females were the same year on year.



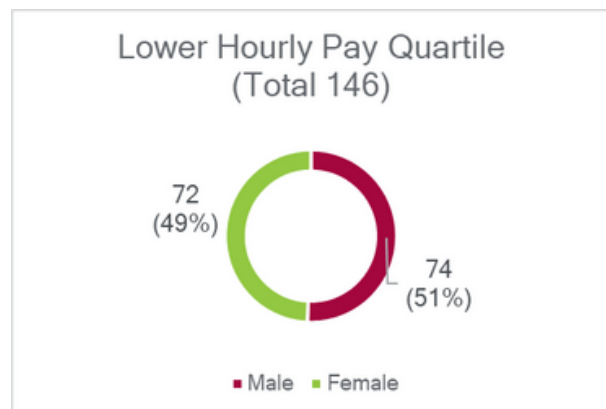
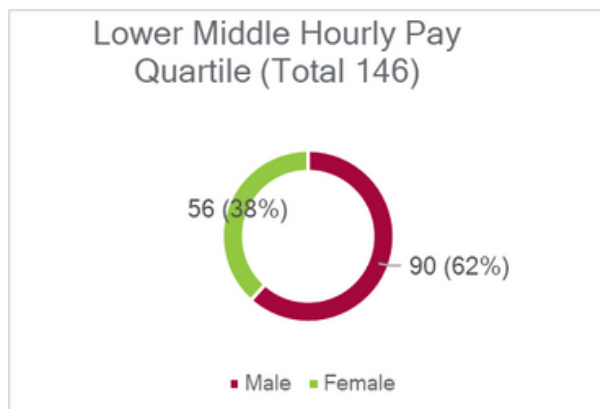
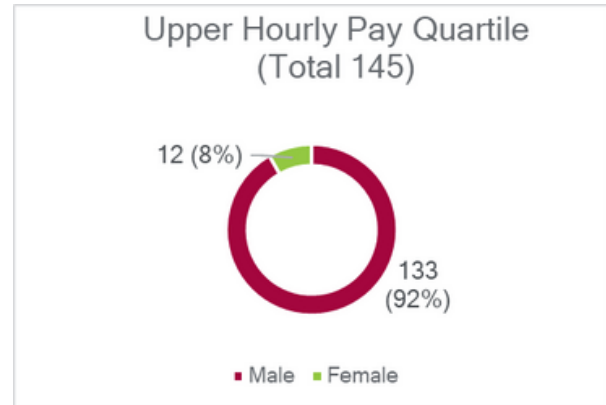
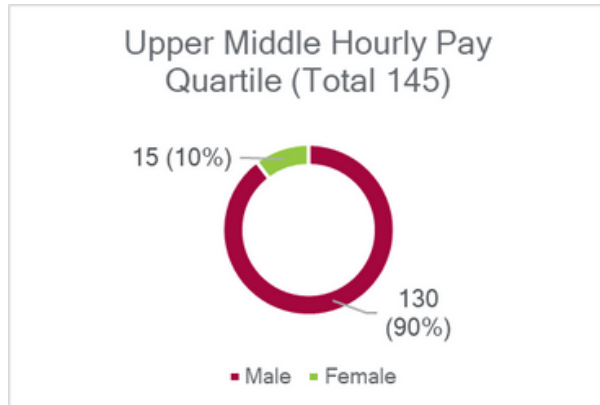
Overall, the gender distribution is skewed towards male employees, which is mirrored within the telecommunications industry.



Pay Quartiles - Male & Female %



To understand MJ Quinn's gender, pay gap, it is important to show the proportion of males and females in each pay quartile.



As shown here, all four pay quartiles show a larger percentage of males in each pay quartile. This figure is reflective of the lower numbers of females in the company.

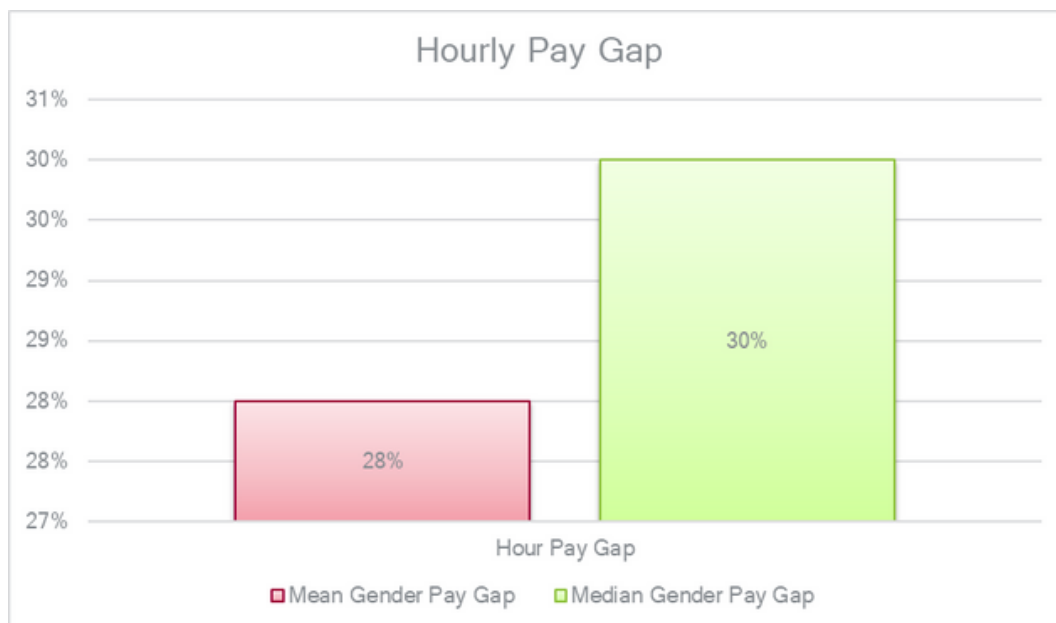
Historically the telecommunications industry has been male dominated with many roles falling within technical and field-based disciplines.

The proportion of females in the upper pay quartile has decreased 1.8% from 9.8% to 8% since last year. The decrease has also been mirrored in the upper middle quartile which has decreased 8% from 18% to 10%, and the lower middle quartile which has decreased 3% from 41% to 38%.

The lower quartile has increased the number of females by 11% from 38% to 49% since last year.

Overall, the gender distribution is skewed towards male employees, which is mirrored within the telecommunications industry.

Hourly Pay Gap



Based on 582 employees, the overall hourly pay rate across all levels is 28.2% lower for women (average) and 30.1% lower for women (median).

The average pay gap has risen 0.6% from last year. Alongside this, MJ Quinn's median pay gap has increased by 4% since last year.

	Male	Female
Employees	427	155
Mean Hourly Pay	£17.49	£12.56
Median Hourly Pay	£16.10	£11.24

The Office for National Statistics have analysed UK Gender pay gap changes. They state that the national gap has been declining slowly overtime. MJ Quinn's pay gap is above the UK National Average. The rapid increase of employees within MJ Quinn have brought more people into the company and there is less females in senior level roles. This highlights our need to focus more on the need for the gender gap and reducing this in line with national and industry standards.



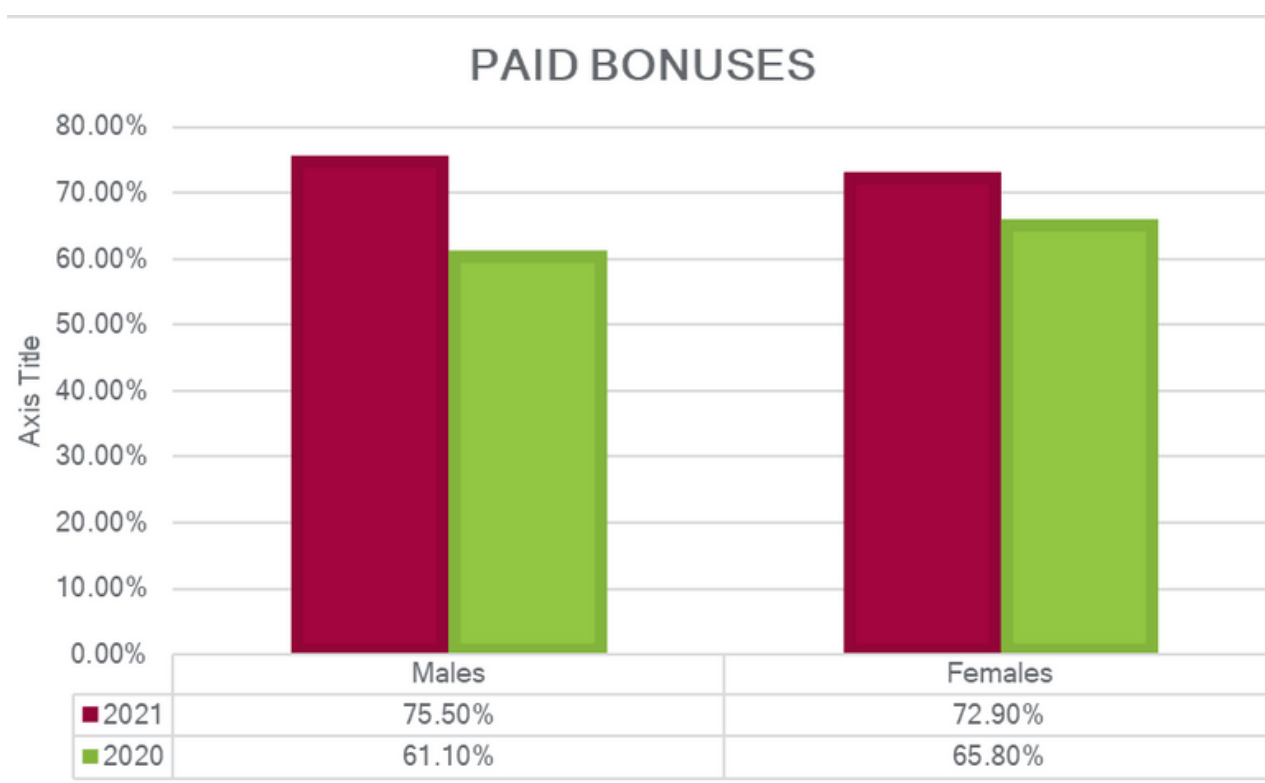


Bonus Pay

Employee Distribution and Proportion of Employees receiving a Bonus

This refers to the overall gender distribution for relevant employees within MJ Quinn.

Out of the 619 employees employed, 463 of these received a bonus consisting of 166 Females & 453 Males. These figures represent a 75.5% proportion on males that were paid a bonus against a 72.9% of females that were paid a bonus. These figures are an increase from the previous year however fewer males were paid a bonus last year in comparison to the lower percentages of females this year.



	Male	Female
Mean Bonus	£781.94	£463.44
Median Bonus	£590.00	£430.00

Conclusions & Commitments

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The key conclusions of this report are:

- There are more males in the company than females.
- There is an under-representation of females at a senior level and more males occupying higher paid roles through the business.
- The pay gap has risen, resulting in a higher percentage of males being paid an average of 28% more than females.
- In comparison to last year when females were paid a higher percentage of bonuses, this year males have received a higher percentage of bonuses.

There is a higher gender pay gap in MJ Quinn's this year which can be attributed to a low representation of women candidates applying for roles within MJ Quinn's and a low level of women in the telecommunications industry due to the technical and field-based roles.

There are no quick wins to closing the gap. We will however continue to monitor this and put in place action plans to decrease the current gap. We will keep a sustained focus on increasing the number of women in our workforce, improving retention rates, and investing more in supporting and progressing women so that they are able to compete successfully for our most senior roles.

