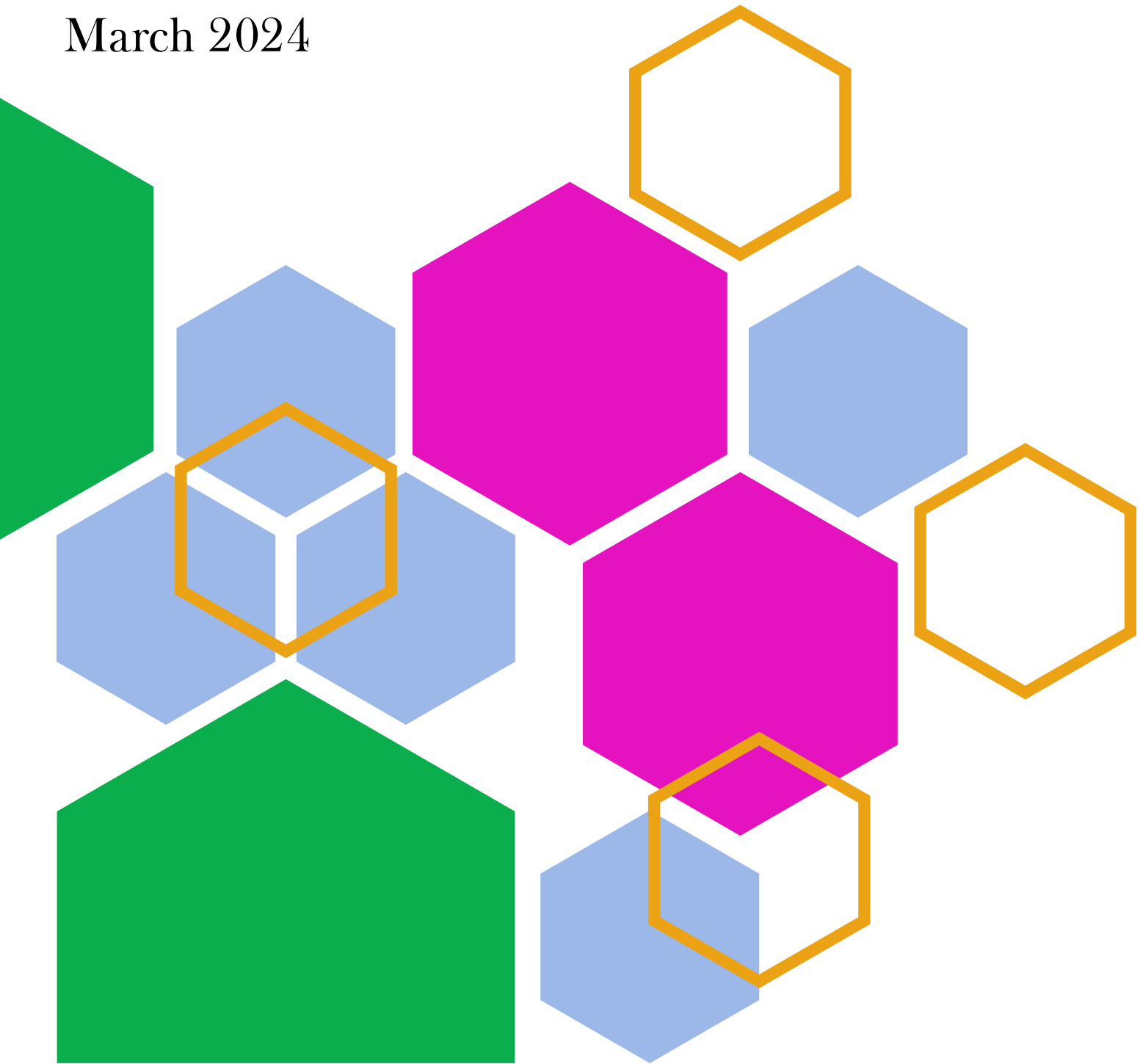


# Our Gender Pay Gap Report



March 2024



# The M J Quinn Gender Pay Gap Report 2023

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# Foreword

## Reflections from Claire Barker, Human Resources Director

*At MJ Quinn, diversity and inclusion are integral values that guide our actions as an employer and inform every aspect of our services and partnerships. We recognise that fostering diversity, inclusion, belonging, and equal opportunities is an ongoing journey, one that requires constant attention and dedication. That's why we embed these principles into our company culture and daily operations, ensuring that they resonate with our customers, colleagues, and clients.*

*As part of our commitment to transparency and accountability, we annually publish our gender pay gap report. This report serves as a vital tool in our efforts to assess and address any disparities in pay within our organisation. By analysing the data and taking concrete steps based on our findings, we aim to narrow the gender pay gap and continually strive for greater equality in compensation across our workforce.*

*Our approach is grounded in the fundamental belief that every individual deserves to be treated fairly and equitably. We remain resolute in our dedication to promoting diversity, inclusion, belonging and equal opportunities at every level of our business, recognising that these principles not only benefit our employees but also enrich our company culture and drive our collective success.*



**Claire Barker**  
HR Director

### **Declaration**

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017

A handwritten signature in black ink that reads "C. Barker".

# Introduction

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, solar 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.

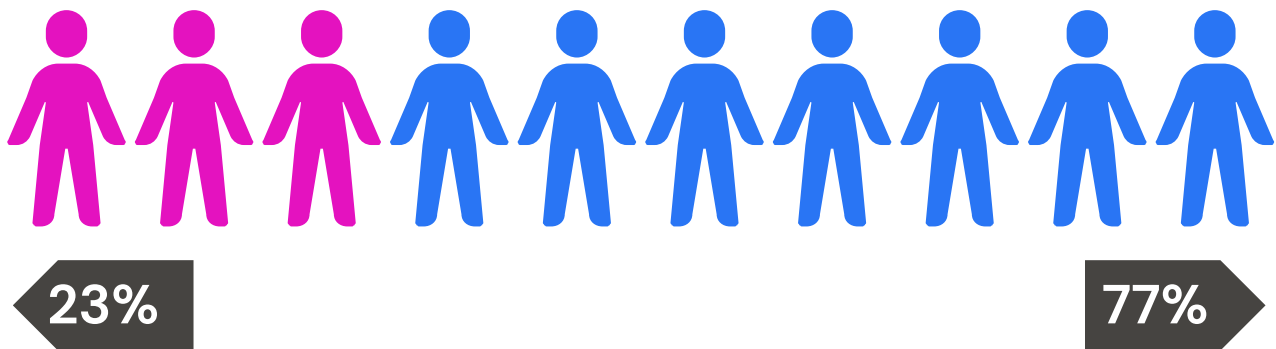
As an employer with more than 250 staff, MJ Quinn must report and publish the following information annually:

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.

# Our Data at a Glance

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 April 2023. At the snapshot date MJ Quinn employed 643 employees, all of which were in scope for bonus pay calculations.



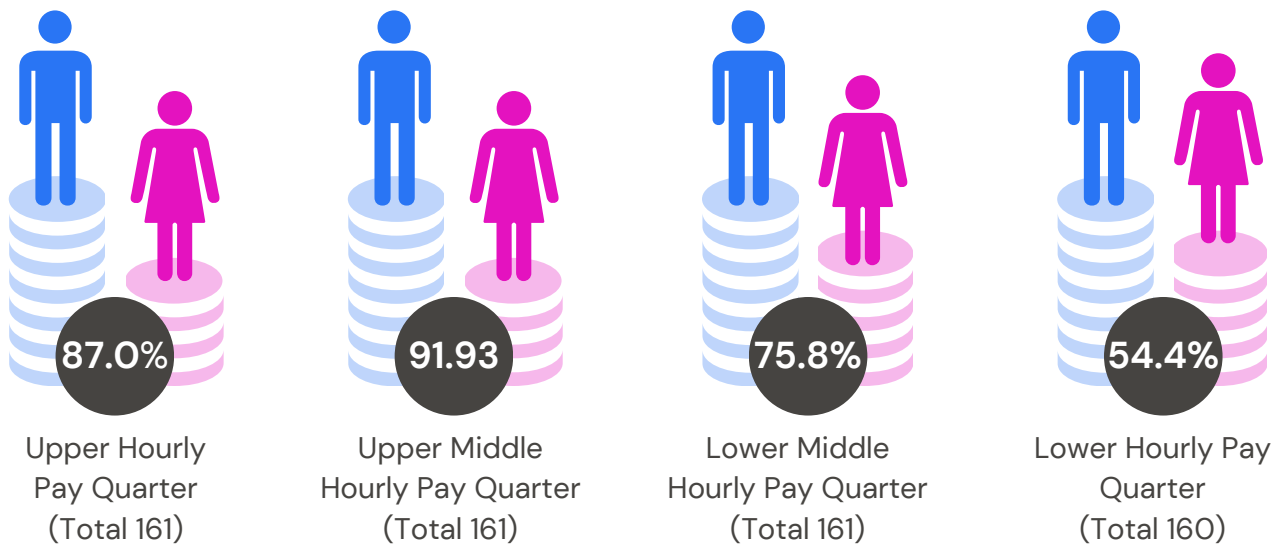
## Employee Distribution

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 643 'full-pay relevant employees' employed by MJ Quinn's on April 2022.

In the previous year the company recorded a split of 23% men and 77% women from a workforce of 589 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



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 increased 5% from 8% to 13% since last year. There has been a decrease in the upper middle quartile which has decreased 2% from 10% to 8% and the lower middle quartile which has decreased 14% from 38% to 24%.

The lower quartile has also decreased the number of females by 5% from 49% to 46% since last year.

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

# Hourly Pay Gap

## Mean Hourly Pay

	Men	Women	Pay Gap
Mean Hourly Pay	£18.12	£14.47	20.13%

## Median Hourly Pay

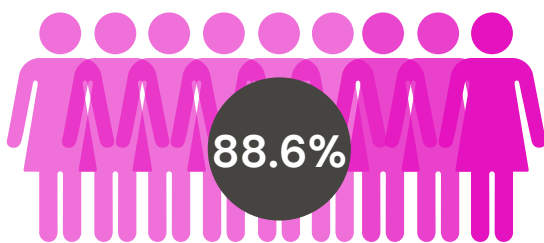
	Men	Women	Pay Gap
Median Hourly Pay	£16.39	£11.97	26.94%

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 are 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.

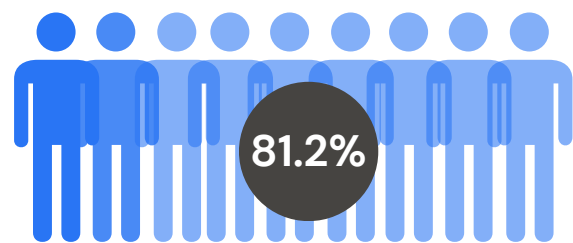
# Bonus Pay

## Employee Distribution and Proportion of Employees receiving a Bonus

This refers to the overall gender distribution for relevant employees within MJ Quinn. All PAYE eligible for bonus (NB this includes full and part time PAYE staff) These figures represent a 81.2% proportion on males that were paid a bonus against a 88.6% of females that were paid a bonus. These figures are an increase from the previous year (9.8% woman, 6.3% men) with more females paid a bonus in comparison to the males.



Women received a bonus



Men received a bonus

## Mean Bonus Pay

	Men	Women	Pay Gap
Mean Bonus Pay	1474.10	£693.71	52.9%

## Median Bonus Pay

	Men	Women	Pay Gap
Median Bonus Pay	£807.50	£593.75	26.5%



# Addressing Our Gender Pay Differences

Maintaining our long-term commitment.

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 reduced by 8% since last years report however there is still a higher percentage of males being paid an average of 20% more than females.
- In comparison to last year when males were paid a higher percentage of bonuses, this year females have received a higher percentage of bonuses.

## Conclusions & Commitments

The key conclusions of this report are: 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.