

BJF Connections Ltd T/a BJF Group**Public Communication: Gender Pay Gap Reporting**

Effective 4th April 2023, we are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This has involved us carrying out and publishing six calculations that show the difference between the average earnings of men and women in our organisation. Individual employees' data has not and will not be published.

As required by law we have published the results on our website and the relevant government website.

As required by law, we have published our data within one calendar year of April 5th 2023, and will ensure that it remains available on our website for 3 years.

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1. Quartile Split *(Percentage of men and women in each hourly pay quarter)*

At 5th April 2023, BJF Group had 252 (full-pay relevant) employees.

Of its 34 female employees:

- 21 earn £10.38 per hour
- 5 earn £14.64 per hour
- 3 earn £20.65 per hour
- 5 earn £26.09 per hour

Mean average hourly earnings for women are £14.23.

Of its 218 male employees:

- 42 earn £11.69 per hour
- 58 earn £15.28 per hour
- 60 earn £18.86 per hour
- 58 earn £27.43 per hour

Mean average hourly earnings for men are £18.81.

Quartiles Gaps

Lower	63 employees are in the lower hourly pay quarter. 42 are men and 21 are women. This means 66% are men and 34% are women.
Lower Middle	63 employees are in the lower middle hourly pay quarter. 58 are men and 5 are women. This means 92% are men and 8% are women.
Upper Middle	63 employees are in the upper middle hourly pay quarter. 60 are men and 3 are women. This means 95% are men and 5% are women.
Upper	63 employees are in the upper hourly pay quarter. 58 are men and 5 are women. This means 67.5% are men and 32.5% are women.

2. Mean (average) Gender Pay Gap *(for annual pay)*

At 5th April 2023, BJF Group had 252 (full-pay relevant) employees:

- 218 are men and 34 are women
- Mean average hourly earnings for men are £18.81
- Mean average hourly earnings for women are £14.23

The **mean gender pay gap** is the difference between men and women's average hourly earnings.

Using the data above BJF Group's mean gender pay gap using average hourly earnings is:

- £4.58 per hour and as a percentage is **32.18%**

3. Median Gender Pay Gap *(Difference in hourly pay)*

At 5th April 2023, BJF Group had 252 (full-pay relevant) employees:

- 218 are men and 34 are women
- The man in the middle of the 218 men is number 109. He earns £17.82 an hour
- The women in the middle of the 34 women are numbers 17. She earns £12.75 an hour



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The **median gender pay gap** is the difference between men and women’s median hourly earnings.

Using the data above BJF Group’s median gender pay gap using hourly pay is:

- £5.10 per hour and as a percentage **28.4%**

4. Percentage of Men and Women receiving Bonus Pay

BJF Group has 279 relevant employees, and in the 12 months to 5th April 2023:

- **0** female employees received a bonus out of a total 34 relevant female employees
- **3** male employees received a bonus out of a total of 245 relevant male employees

A total of 1.22 % of male employees received a bonus.

5. Mean Gender Pay Gap for Bonus Pay

BJF Group has 279 relevant employees, and in the 12 months to 5th April 2023:

- The mean bonus pay paid to all relevant female employees was **£0.00**
- The mean bonus pay paid to all relevant male employees was **£958.33**

The mean bonus gender pay gap is: **100% as no relevant female employees received a bonus in the above period.**

6. Median Gender Pay Gap for Bonus Pay

BJF Group has 279 employees, and in the 12 months to 5th April 2023:

- The median bonus pay paid to all relevant female employees was £0.00
- The median bonus pay paid to all relevant male employees was £125.00

The median bonus gender pay gap is: **100% as no relevant female employees received a bonus in the above period.**

7. Gender Pay Gap Statement

We recognise that the gender pay gap at BJF Group is vast, largely due to the low numbers of women seeking opportunities in the construction and built environment sector and the company having a lower percentage of female employees at just 12.7% at the snapshot date.

Historically the industry we operate in tends to look to females to pick up the administrative and organisational tasks and a large percentage of our female employees are in these more traditional positions and less so in physically demanding or technical positions. We have more recently seen an increase in female candidates for roles in site management, operations and project management and more current female employees presenting a desire to progress their careers vertically in to managerial and leadership roles.



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There continues to be a clear gap in women occupying more technical, hands-on roles such as 'engineering' or 'trade' professions. We are conscious to ensure all advertisements appeal to a diverse audience and we operate fair and consistent processes to ensure we always select the right person for the job regardless of gender. We continue to champion equality throughout all people related activities.

8. Action Plan

We will continue to make strides to both understand, educate our teams and reduce our gender pay gap through all business activities, the actions below will support the goal:

- We will advocate and celebrate women at BJF Group and in our industry through awareness day and representing a diverse workforce in company media and images.
- Ensure job advertisements are attractive to a wider diverse audience.
- Focus on competence and skills.
- Introduction of competency frameworks and career levels to support all.
- Introduce salary bands linked to skills, competence, and career level.
- Work with local education providers to build relationships and support the closure of skills gaps and inspire the next generation.
- Open and honest communication regarding career opportunities, paths and promotions
- A focus on the availability of leadership training, mentoring and coaching to support employee's growth and advancement.

Signed: _____



BARRY FOSTER, MANAGING DIRECTOR

Dated: _____

26/03/2024



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