

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

Effective 4<sup>th</sup> April 2024, 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 Individual employees' data has not and will not be published.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 5<sup>th</sup> 2024, 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 5<sup>th</sup> April 2024, BJF Group had **278** (full-pay relevant) employees.

Of its 40 female employees:

- 24 earn £12.16 per hour
- 7 earn £16.92 per hour
- 3 earn £22.86 per hour
- 6 earn £28.59 per hour

**Mean average hourly earnings for women are £18.26**

Of its 238 male employees:

- 46 earn £13.43 per hour
- 63 earn £17.56 per hour
- 66 earn £21.36 per hour
- 63 earn £31.31 per hour

**Mean average hourly earnings for men are £21.45**

### Quartiles Gaps

<b>Lower</b>	70 employees are in the <b>lower</b> hourly pay quarter. 46 are men and 24 are women. This means 65.71% are men and 34.28% are women.
<b>Lower Middle</b>	70 employees are in the <b>lower middle</b> hourly pay quarter. 63 are men and 7 are women. This means 90% are men and 10% are women.
<b>Upper Middle</b>	69 employees are in the <b>upper middle</b> hourly pay quarter. 66 are men and 3 are women. This means 95.65% are men and 4.34% are women.
<b>Upper</b>	69 employees are in the <b>upper</b> hourly pay quarter. 63 are men and 6 are women. This means 91.3% are men and 8.6% are women.

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

At 5<sup>th</sup> April 2024, BJF Group had **278** (full-pay relevant) employees:

- 238 are men and 40 are women.
- Mean average hourly earnings for men are £21.45
- Mean average hourly earnings for women are £18.26.

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:

- £3.19 per hour and as a percentage is **14.88%**.

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

At 5<sup>th</sup> April 2024, BJF Group had **278** (full-pay relevant) employees:

- 218 are men and 34 are women.
- The man in the middle of the 238 men is number 119. He earns £20.09 an hour.
- The women in the middle of the 40 women are numbers 20. She earns £13.42 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:

- £6.67 per hour and as a percentage **33.2%**

## 4. Percentage of Men and Women receiving Bonus Pay

BJF Group has **309** relevant employees, and in the 12 months to 5<sup>th</sup> April 2024:

- **3** female employees received a bonus out of a total 45 relevant female employees.
- **17** male employees received a bonus out of a total of 264 relevant male employees.

**A total of 2.26 % of male employees received a bonus.**

**A total of 6.66% of women employees received a bonus.**

## 5. Mean Gender Pay Gap for Bonus Pay

BJF Group has **309** relevant employees, and in the 12 months to 5<sup>th</sup> April 2024:

- The mean average bonus pay paid to all relevant female employees was **£5,570.93**
- The mean average bonus pay paid to all relevant male employees was **£1,177.04**

The mean bonus gender pay gap is: **-373.29%**

## 6. Median Gender Pay Gap for Bonus Pay

BJF Group has **309** employees, and in the 12 months to 5<sup>th</sup> April 2024:

- The median bonus pay paid to all relevant female employees was £3,000
- The median bonus pay paid to all relevant male employees was £750.00

The median gap data shows that men received on average £2,250 less in bonus payments.

When using the median figure women at BJF Group received 75% more bonus pay than men.

The bonus gender pay gap is a negative percentage of -300.

## 7. Gender Pay Gap Statement

We have seen an increase in female employees at BJF Group and we hope to see this number increase further in the future. As at the snapshot date 14.5% of BJF Group employees are female which see’s an increase from 12.7% in the previous year.

Low numbers of females at BJF Group remain largely due to the low numbers of women seeking opportunities in the construction and built environment sector.

BJF Group have seen a significant reduction in the mean gender pay gap as reported in the previous year, a reduction from 32.18% to 14.8% shows a huge leap forward and represents a 17% reduction in gap. The median shows a slight increase of 5%, whilst we saw zero females in receipt of bonus pay in previous years this has increased to 6.6% females receiving a bonus as at snapshot date and with a negative percentage meaning that females received on average a higher bonus amount than males.



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As mentioned in the last reporting year, historically the industry we operate in has a tendency to appoint females in to administrative and organisational task based positions and a large percentage of our female employees are in these more traditional positions and less so in physically demanding or technical positions.

As a business we look to actively challenge traditional gender stereotypes within the built environment industry to demonstrate that these roles are for everyone.

In the past year we have seen an increase in female applications and have appointed into senior leadership and technical positions. Additionally, we are actively promoting training, development and upskilling for existing team members and will support transitional moves for all should their career direction require.

Despite the positive increase in female employees and a significant reduction in gender pay gap, 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 continue to advocate and celebrate women at BJJ 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 and changing career directions through training and mentoring.
- Introduction of competency frameworks and career levels to support all.
- Introduce salary bands linked to skills, competence, and career level.
- Continue to work with local education providers to build relationships and support the closure of skills gaps and inspire the next generation.
- Facilitate and promote 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: \_\_\_\_\_

19/03/2025



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