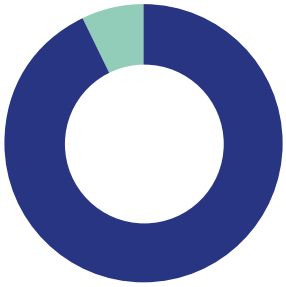
Gender Pay Gap Report 2025

CJK

1. Overview of Workforce

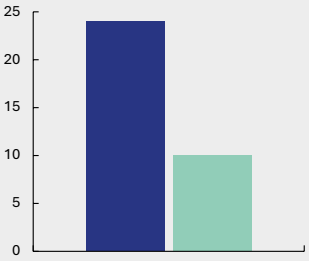


Total employees: 400

- Male employees: **372 (93%)**
- Female employees: **28 (7%)**

The organisation has a predominantly male workforce, with women representing 7% of total employees.

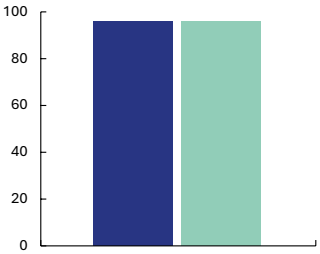
2. Benefits in Kind (BIK)



- **24.19%** of male employees received benefits in kind.
- **10.71%** of female employees received benefits in kind.

Higher proportion of men receive non-cash benefits compared to women.

3. Paid Bonuses

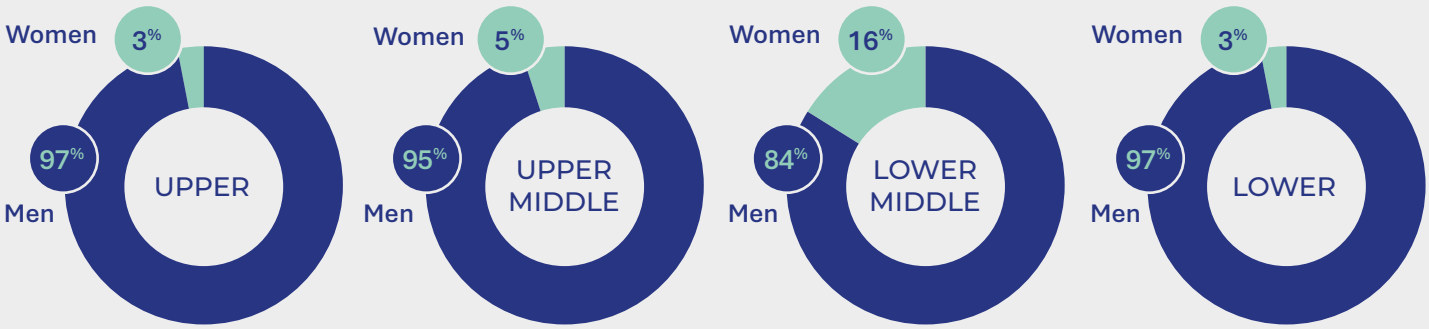


Out of 341 employees eligible for bonuses:

- **95.89%** of male employees received a bonus.
- **96%** of female employees received a bonus.

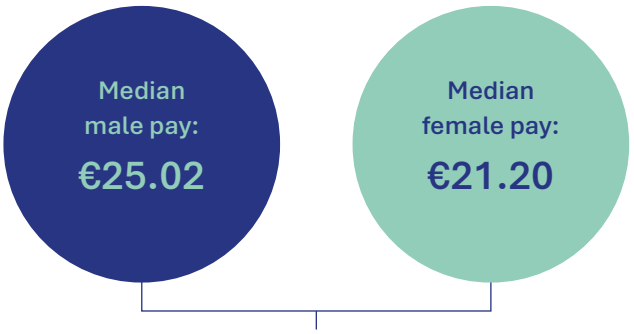
Equal % of Male and Female Employees received a bonus payment.

4. Pay Quartiles



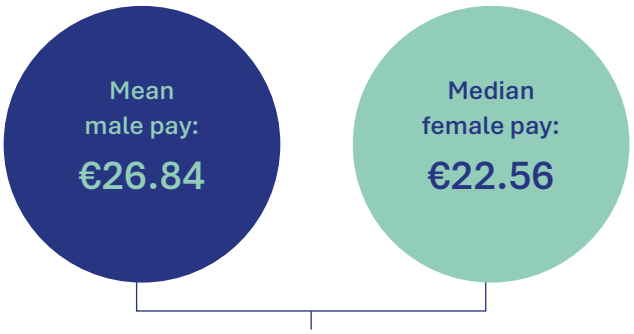
Women are most represented in the lower middle quartile but are under-represented across the upper and lower pay levels.

5. Median and Mean Pay



Median Hourly Pay

Median gender pay gap: 15.27% (male to female)

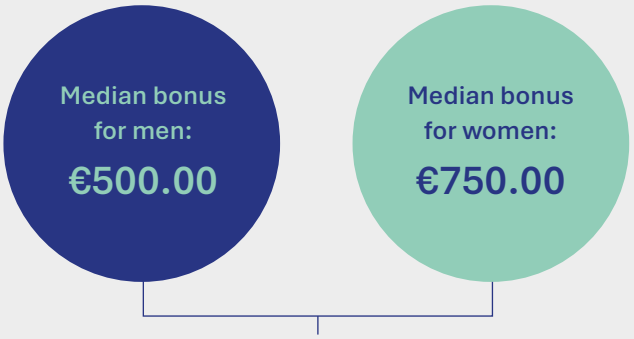


Mean Hourly Pay

Mean gender pay gap: 16.97% (male to female)

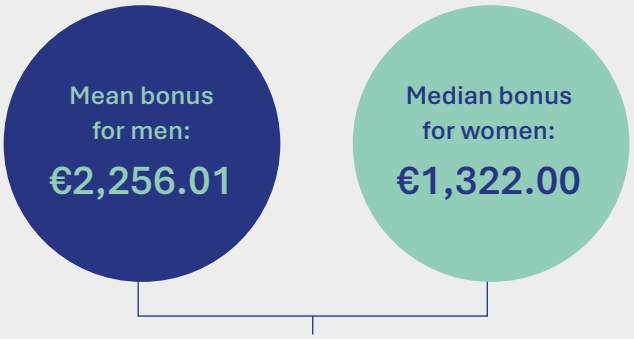
Both median and mean figures indicate that women earn less than men on average, one of the factors is due to men employed in more senior positions.

6. Bonus Pay



Median Bonus

Median bonus gap: -33.33%



Mean Bonus

Mean bonus gap: 42.70% (male to female)

Median bonus amounts are higher for women, the mean bonus gap shows that men receive higher bonus payments overall.

7. Summary

The data indicates a gender imbalance within the organisation:

- Women make up 7% of the workforce.
- Women receive benefits in kind and bonuses at lower rates than men.
- Women are under-represented across the lower and highest pay quartiles.
- Both median and mean hourly pay gaps show women earn about 15–16% less than men.
- Bonus data indicates a mean bonus gap of 42.70% in favour of men.

Improvements to help bridge this gap:

Recruitment & Attraction

- Actively promote construction careers to women through schools, colleges, and industry events.
- Use gender-neutral job descriptions and inclusive language in all recruitment materials.
- Highlight flexible working options and career progression in job ads.

Training & Development

- Offer mentorship and apprenticeship programmes specifically encouraging female participation.
- Provide leadership and technical skills training aimed at developing women into senior roles.
- Support women returning to work after career breaks with refresher training.

Workplace Culture

- Promote a culture that values diversity and actively challenges stereotypes in construction roles.
- Provide regular equality, diversity, and inclusion training for all staff.
- Ensure a clear, confidential process for reporting discrimination or bias.

Policies & Pay Review

- Regularly review pay scales to identify and address gender disparities.
- Ensure bonuses and benefits are awarded consistently and transparently.

Visibility & Role Models

- Recently hired a Female Non-Exec on our Board of Directors.
- Promote female role models within the organisation (e.g., site managers, engineers).
- Share success stories of women thriving in construction roles.

Facilities & Working Environment

- Ensure appropriate PPE, facilities, and equipment are available for women.
- Make site environments welcoming and inclusive.