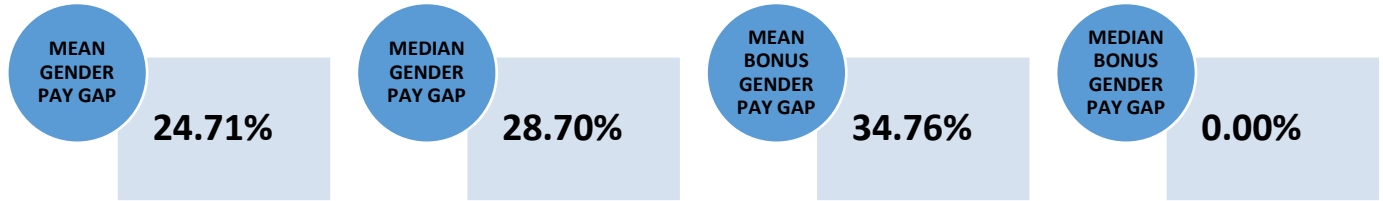


GENDER PAY GAP REPORT 2023

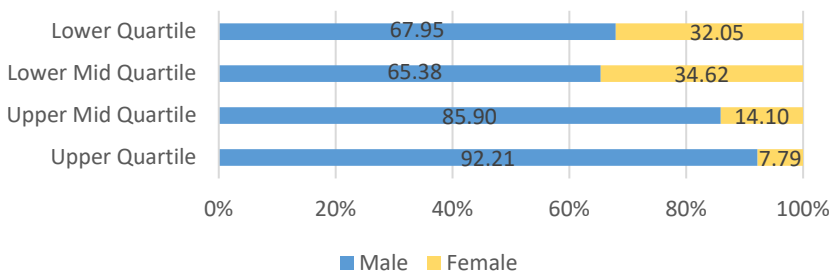


WHAT IS THIS REPORT?

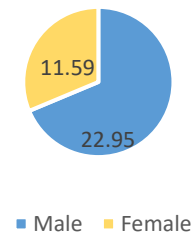
During the period, our average staff number was 313 staff, and as such Jackson we publish an annual gender pay gap report showing difference in pay between male and female employees. We have carried out an analysis of our data and the following figures are based on a workforce of 244 males and 69 females as at our snapshot date of 5 April 2023:



PROPORTION OF MALES & FEMALES IN EACH QUARTILE



PROPORTION OF MALES & FEMALES RECEIVING BONUS PAY



COMMENTARY

We recognise that the construction industry is male dominated and women are often underrepresented in certain job roles, particularly technical and management positions. The gender pay gap denotes the variance in average hourly wages between males and females across the entire workforce. This gap emerges from an unequal distribution of women and men within the business and is reflective of the industry.

Jackson Civil engineering is committed to promoting equality & diversity within our workforce and we are confident that we do offer equal pay to men and women for the same or equivalent work.

Our goal is to increase female representation in our workforce. However, technical roles in our industry, which typically offer higher pay, have historically attracted more males. This trend is common in the construction industry, especially among positions like engineers, quantity surveyors, and planners. As a result, most of our female employees occupy positions in the mid and lower quartiles, in non-technical or administrative roles.

Challenges related to work-life balance, career breaks and access to training & development opportunities can also hinder the career progression of female employees, impacting their earning potential.

What are we doing to make a difference

To address gender disparity in our industry and create lasting change we aim to create accessible pathways, expand our talent pool, and improve retention by removing progression obstacles and provide comprehensive personal and professional support throughout individuals careers.

Recruitment & STEM

We remain committed to increasing female representation within our organisation, especially in senior and technical positions. Our efforts extend to inspiring more women to pursue careers in the industry through STEM outreach programs with local schools and colleges. Currently, Jackson boasts a team of 27 registered STEM Ambassadors who generously volunteer their time to engage with educational institutions.

Flexible Working

Having embraced the challenge of lockdowns and learnt valuable lessons about inclusion from changing work patterns, we have implemented hybrid working arrangements across the business where feasible to better accommodate individuals with care giving duties and encourage a work-life balance.

Enhanced Maternity Pay

Jackson offers enhanced maternity pay to support female employees not only financially but also to encourage employees to return to their jobs post maternity leave. Women often experience wage penalties because of taking time off for maternity leave.

Enhanced maternity pay helps mitigate these wage penalties by providing more substantial income during leave, providing more financial security and fostering a more family-friendly workplace culture.

PPE

We have now integrated a comprehensive stock of women's PPE to provide suitable protective PPE from day one ensuring that our female employees are comfortable and able to carry out their work whilst not being restricted by unsuitable work wear.

Career Development

Everyone will maintain equal access to job opportunities, irrespective of gender. We endorse apprentices, recent graduates, and any team members aspiring to pursue further education and subsequent professional certifications.

Brian Crofton – Managing Director

