McGinley Support Services (Infrastructure) Ltd prides itself on its commitment to equality and diversity which is at the heart of the Company’s values. The Company embraces diversity and aims to promote the benefits of diversity in all of our business activities. We seek to develop a business culture that reflects that belief. We want McGinley Support Services to be regarded as an exemplar employer within the public and private sector.

The infrastructure industry has historically been male-dominated with many roles falling within engineering and construction disciplines.

At MSSI, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee’s remuneration. MSSI is an Equal Pay employer - men and women performing equal work receive equal pay however due to the industry largely attracting males rather than females MSSI does have a Gender Pay Gap - though we are pleased to report that our Gender Pay Gap of 22.3% is lower than the national average in our industry of 23.3%. We offer excellent training and development opportunities for staff across all departments, ranging from graduate and professional training schemes in the delivery functions to management training for staff when they achieve a role of team leader or above.

We acknowledge that, unfortunately, it will take time to get to that point, but that is our clear goal. Gender pay gap information illustrates the difference in ‘pay’ between all men and women in a workforce irrespective of the role or grade. This is different to equal pay, which measures the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Like much of the infrastructure sector, MSSI currently has a weighting of more senior men to women that manifests in a gender pay gap that is above the national average, but is broadly in line with the sector.

McGinley Support Services (Infrastructure) Limited’s Gender Pay Gap Data

- Women’s hourly rate is 22.3% lower (mean) and 38.2% lower (median).
- Top salary quartile has 96.4% men and 3.6% women
- Upper middle salary quartile has 87.5% men and 12.5% women
- Lower middle salary quartile has 75% men and 25% women
- Lower salary quartile has 55.4% men and 44.6% women
- Women’s bonus pay is 65.3% lower (mean) and 78.8% lower (median)
- 28% of men and 85.4% of women received bonus pay
Understanding the gap

Our 2018 pay gap is 22.3%. This is lower than the current UK pay gap in our industry of 23.3% and we are proud of the progress we have made to date. 21% of our workforce is female and our analysis shows that the proportion generally decreases through the higher pay quartiles however we have significantly addresses the percentage of females working in the company. Our analysis also tells us that we have an under-representation of women in all quartiles. There are no quick wins to closing the gap. We need continue with the sustained focus on increasing the number of women in our workforce, improving our retention rates and investing more in supporting and progressing our most talented women so that they are able to compete successfully for our most senior roles.