Gender pay gap report

Introduction

MD Group specialises in providing building maintenance services to social housing landlords and we are a leader in the sector in the South West and Midlands.

We welcome the requirement to report and publicise our pay gap data. Along with the whole of the construction and maintenance sectors, we have much work to do in this area but we are committed to building a diverse workforce which reflects the communities we serve.

Gender Pay Gap and Equal Pay are not the same. We obviously have a clear Equal Pay policy of rewarding employees equally for the same or similar work. We apply a straightforward remuneration system based on post / job role and job description, benchmarked externally and irrelevant of gender.

The gender pay gap is the difference between the gross hourly earnings for all men and women, expressed as a percentage, and is a reflection of a company's workforce profile. So, a company can have a gender pay gap even though it pays male and female employees equally for the same or similar jobs. This happens, for example, where a higher number of men are employed in the roles of skilled trades persons - sadly, still very much the norm across the Construction and Maintenance Sectors.

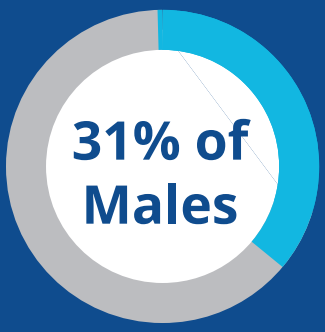
What the data tells us

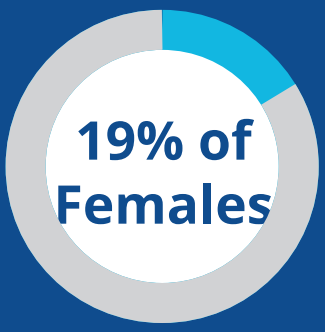
We collected our data on 5 April 2025, when our workforce consisted of 78 women and 334 men.

Gender pay and bonus gap

Difference between men and women	Mean	Median
Pay gap	14.4%	19.3%
Bonus gap	-4.3%	0.0%

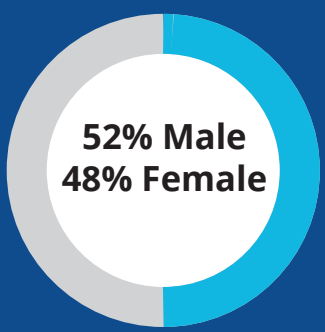
Proportion of employees receiving a bonus



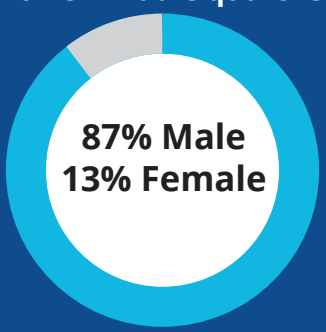


Pay quartiles

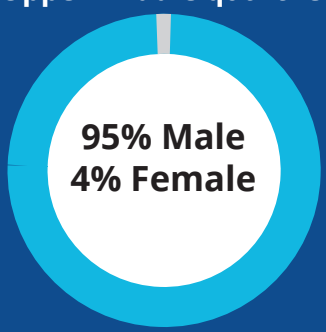
Lower quartile



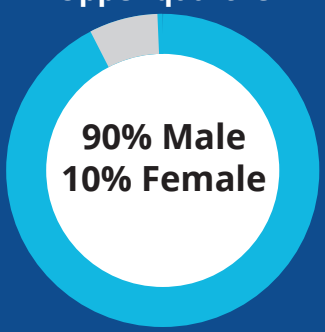
Lower middle quartile



Upper middle quartile



Upper quartile



It is clear from our data that our pay gap is driven by the structure of our workforce. On average, within the Construction and Maintenance sector women, make up around 13% of the total workforce and only 1% or so of the trade workforce. Our figures are reflective of that current reality.

Making a Difference

The gap in our mean pay shows there is more work to be done. Whilst we do not have an equal pay issue, we will continue to undertake activity to reduce our pay gap and to develop a more diverse workforce.

We continue to work hard to make the projects we undertake as safe and as attractive as possible given the nature of the work we undertake. We welcome applications for our skilled trade roles from all sexes, however as is common in our industry, applications received are generally from men.

We hope that our employees and future employees increasingly see that we are turning our commitment to female employees into hard practices that will make a difference. At Board level, there is a commitment to building an inclusive culture and a workforce that reflects the communities which we serve and we are therefore taking steps to improve the diversity and inclusion information we collect and from which the Board can take learning.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Brian Daintith

Finance Director

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