

Ethnicity Pay Gap Report 2024

Founded in 1961, the Higgins Group is a family run Group of Companies, with values focussed on the needs of Clients and the well-being of staff. We have built a reputation as one of the most forward-thinking construction companies in the UK. Recruiting and retaining good people has been central to Higgins’ success for 60 years. We understand the importance of career development and are continuously investing in new training and development initiatives, for every individual at every level.

We believe creating an environment where people can work, grow and succeed is vital to our success, regardless of their Ethnicity.

The Higgins Group is an equal Opportunities employer and strives to pay employees equally for the same, or equivalent, work.

Although there is no legislative requirement, Higgins Group PLC has calculated its ethnicity pay gap report for the year preceding April 2023. The format of the Gender Pay Gap has been mirrored for ease of comparison and to establish a benchmark for the Company to monitor.

Within Higgins Partnerships a number of new employees were of an Ethnic Minority. As a result of their length of service and still being in probation, these employees were not eligible for a bonus which subsequently skewed our overall figures.

The results are shown below:

Overall Pay Gap	2023	2022
% Median	0.49	14.45
% Mean	22.69	30.52

Pay Quartiles by Ethnicity		
Quartile	% White	% Ethnic Minority
Lower	65.85%	34.15%
Lower Middle	66.67%	33.33%
Upper Middle	50.62%	49.38%
Upper	81.48%	18.52%

Bonus Gap	2023
% Median	100%
% Mean	69.60%

Receiving Bonus	2023
	72.20% White
	45.22% Ethnic Minority

Mark Francis
Group Finance Director