

## **What is the Gender Pay Gap and why is it important?**

The gender pay gap has always been a topic of interest, it is the difference between the average hourly earnings for men and women across all jobs in the UK.

The information provided is used by the Office for National Statistics to show the percentage difference between men and women by age, region, full-time, part-time and occupation. It will also help to give more insight into the factors that affect the pay for men and women. The gender pay gap will also look at bonuses and how these are distributed across men and women within a company.

Paying men and women differently for doing equal work is illegal as this is classed as unequal pay, however, it is not illegal to have a gap between the average pay for men and women as this may be attributed for example to women doing more of the lower paid roles than men.

As a business we are committed to equality of pay and opportunity for all of our employees. We want to ensure that our employees are free from any form of discrimination and are paid equally based on their ability to perform their role.

## **Who do we report on?**

We are an employment agency and as such our flexible workforce are included in our calculation as they are included in our payroll, this is in addition to our internal staff. We are not always able to control the pay for our flexible workforce as this is stipulated by our client, we are however committed to ensuring fair pay and rights for all of our flexible workers.

## **Understanding the calculations; Mean and Median.**

### **Mean hourly rate gap**

This is a difference in the average hourly pay rates for men and women. Taking all of the hourly rates for men added together and all of the hourly rates for women added together, each total is then divided by the number of men or women to find a calculation for both. The mean hourly gap is the difference in the two figures.

### **Median hourly rate gap**

This is the middle point of hourly pay rates of a populace. Line up all of the pay rates for women and find the middle point, line up all of the pay rates for men and find the middle point. The difference between both middle points is the median hourly rate gap.

## **What does our Gender Pay Gap look like?**

Although the majority of the workforce are male, this is balanced by the women's mean hourly rate being 0.3% higher than men, also the women's mean bonus is 54.40% higher than men and median bonus 18.64% higher than men, showing although there are more men, women are highly valued.

## **What will we do to close the gender pay gap?**

Our People Development team have created a programme of training for all Senior Managers, the desired results are for the Senior Management team to fully understand the importance of equality in the workplace for both our temporary workforce and internal staff.

Our Leadership Development programme has been built to grow staff from within, this will have a key focus on progressing men and women equally into leadership roles within their specialist areas.

In line with this, our Senior Management team has several valued women, they are encouraged to share their views and to be involved in strategic decisions within the company. As a business we encourage the promotion of women throughout the business into top quartile roles, following in the footsteps of our existing female team members.

As members of REC we will be launching the L3 in Recruitment Practice qualification throughout the business, committing time and money to develop our Recruiters to ensure they are meeting REC standards, giving fair and equal opportunities to our temporary workforce.

**Marie Galliena, People Development Manager**