



A no-nonsense approach to helping  
Contractors and Recruiters

## Gender Pay Gap Report 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2019.

	Men	Women
<b>Womens Mean Hourly Pay:</b>		
48% Higher		
<b>Womens Median Hourly Pay:</b>		
22% Higher		
<b>Percentage of workers</b>	97%	3%
<b>Who Received a bonus</b>	0%	0%
<b>First Quartile</b>	63%	37%
<b>Second Quartile</b>	54%	46%
<b>Third Quartile</b>	43%	57%
<b>Fourth Quartile</b>	38%	62%

### WRITTEN STATEMENT

We employ thousands of UK contractors across many different sectors. Our employees source the majority of their assignments through recruitment agencies and often negotiate contract rates directly with the recruitment agency. Rates of pay can vary significantly dependent on the sectors and roles they engage in and, as a result, the published results above are affected by the mix of employees across these various sectors and roles. Due to the sectors we work in there is a higher concentration of men working on lower average rate roles which results in the women's pay being above that of men. We confirm that the calculations in our report are accurate and have been calculated in accordance with Gender Pay Gap Reporting requirements as outlined in the legislation and accompanying guidance.

A handwritten signature in black ink, appearing to read "A. Connell", is written over a light blue background.

**Adam Connell,**  
Managing Director

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