



EASYRECRUITUK.COM

GENDER PAY GAP

REPORTING 2018-19

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Foreword

As being the pioneers of the first fully interactive, online labour supply company in the UK, EasyrecruitUK.com is driven by technical innovation and the implementation of processes and techniques to our industry such as our self-developed CRM database (Insight247).

Our aim is to always deliver a service of reputedly high standards. Through team work, we ensure that quality and high performance is offered to both our staff, temporary employees and our Clients with respect, integrity, trust and enablement.

We continue to engage with the principles of the Gender Pay Gap Reporting mechanism and its intended objectives. Through this mode, transparency and focus on key data delta's, we aim to identify and reduce any substantial differences and what can be done to reduce the Gender Pay Gap throughout our organization.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with more than 250 employees are required to provide an annual report on their gender pay gap data. EasyRecruitUK.com Ltd has 833 employees (816 Temporary Workers, 17 Permanent Workers).

Combined Employee Numbers

	No. of employees	Percentage
Male	529	63.5%
Female	304	36.5%
Total	833	100%

Temporary Employee Numbers

	No. of employees	Percentage
Male	522	64%
Female	294	36%
Total	816	100%

Permanent Employee Numbers

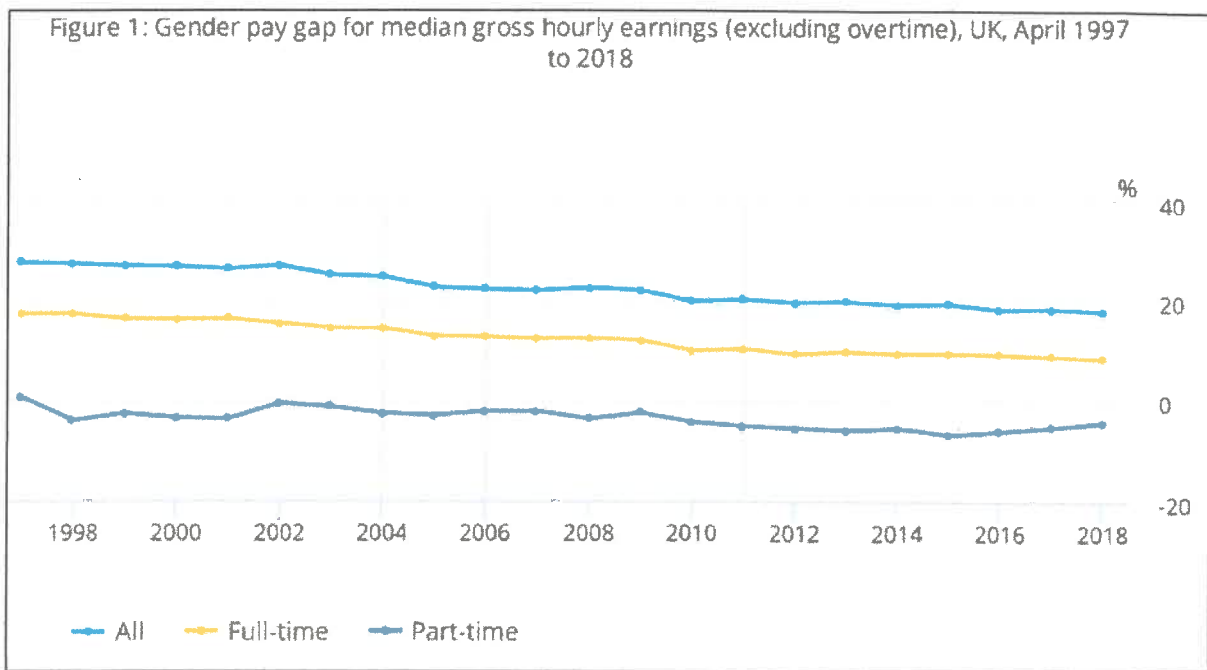
	No. of employees	Percentage
Male	7	41%
Female	10	59%
Total	17	100%

What does the Gender Pay Gap mean?

The gender pay gap is a measure of the difference between men and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings. Currently in the UK, the overall gender pay gap is just over 18%¹.

In contrast, equal pay relates to men & women working in the same job role or position. They are both entitled to the same pay based on carrying out similar responsibilities. Therefore, the development of an annual gender pay gap report is useful to explain the existence of any potential gap within an organization, whereby steps to reduce the gap can be identified and actioned.

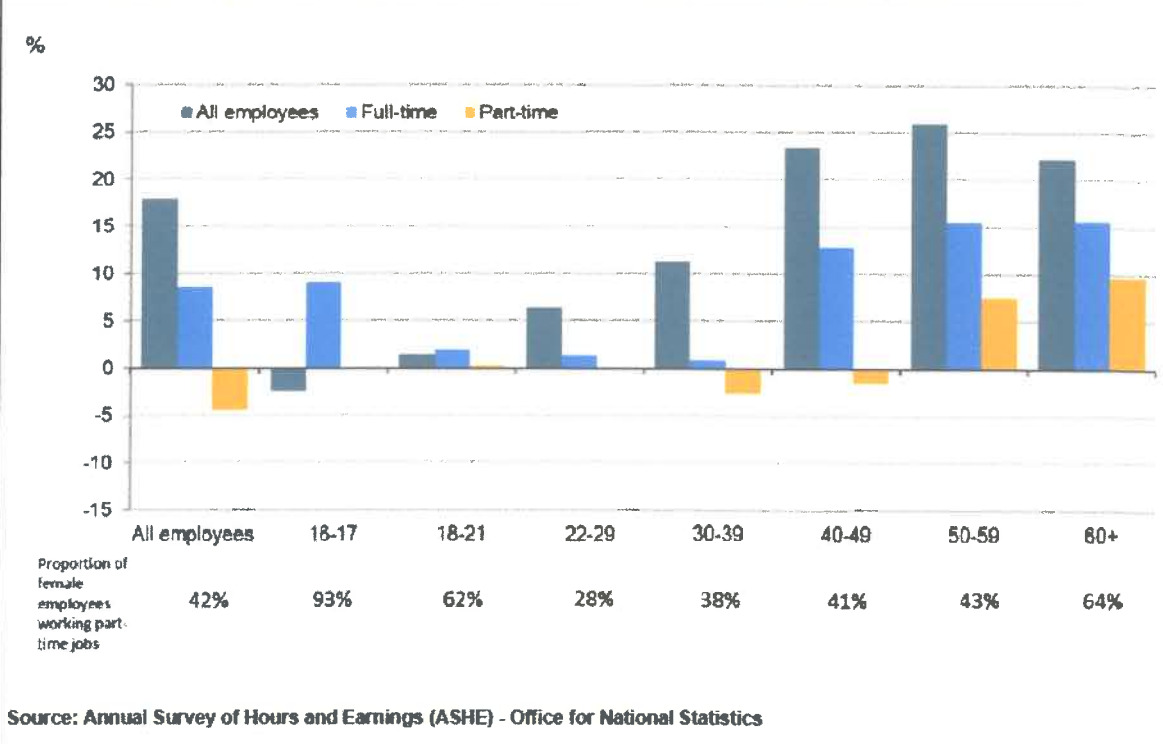
The gender pay gap fell from 2017 to 2018, to stand at 8.6% among full-time employees. The gap among all employees is higher (17.9%), driven by more women working in part-time jobs, which are lower paid (an average hourly rate is £9.36 compared with £14.31, excluding overtime, for full-time jobs).



Source: Annual Survey of Hours and Earnings (ASHE) - Office for National Statistics

In 2018 the gender pay gap for full-time employees is close to zero between the ages of 18 and 39 years. From the age of 40 years, it widens. For all employees, the gender pay gap widens after the age of 30 years and this coincides with an increase in working part-time from this age. A negative gender pay gap among part-time employees emerges in the age group 30 to 39 years before reversing by the age of 50 years.

Figure 2: Gender pay gap for median gross hourly earnings (excluding overtime) by age group, UK, April 2018



Due to EasyRecruituk.com being an agency for the provision of labour primarily to the industrial sector, the majority of employees are assigned temporary assignments which can fluctuate which seasonal trends driven by the Clients production demands.

With this in mind, the following statistical report will show the comparison with National Statistics and the differentials within our business along with a breakdown for the permanent in-house staff and the temporary labour pool.

This report aims to provide transparency through the provided pay gap data in the following sections and explains the necessary steps to mitigating the Gender Pay Gap wherever possible.

Organisational Context & Structure

Through respect, integrity and trust, we can reach the optimum target of reaching a zero gender pay gap workplace. We genuinely value the people we provide to Clients irrespective of the gender and want our Clients to achieve similar results to our own.

The EasyRecruitUK.com Ltd pay system ranges from Administrative to Managerial level (Permanent staff) & from worksite operational to supervisory level workers (Temporary staff). Pay rates vary according to the level of responsibility, skill sets and specific job role duties that internal staff and worksite temporary employees are assigned.

Staff	Hourly Pay Rate Range
Permanent	£8.12 to £20.30
Temporary	£7.05 to £10.00

Hourly Pay Rate Range

For the permanent staff, the pay rate range has narrowed both at the lower end and the upper end. The lower end has changed from £4.65 to £8.12 due to salary increases and also due to no apprentices being employed during the reporting period.

The upper end has reduced from £27.05 to £20.30 as one of our Directors transferred from PAYE status to a consultancy based contractual employment.

Bonus Payments

For Permanent staff, the results show a -161.4% difference in Mean Gender Bonus Pay Gap payments between male and female employees, in favour of female employees. With regards to headcount, 57.1% of male and 60% of female employees who were entitled to bonuses, received bonus payments. However, there is a 10.0% difference in the Median Gender Bonus Pay Gap in favour of male employees.

For the temporary staff, the results show a 54.5% difference in Mean Gender Bonus Pay Gap payments between male and female employees. With regards to headcount, 4.4% of male and 3.1% of female employees who were entitled to bonuses, received bonus payments. However, there is a -11.1% difference in the Median Gender Bonus Pay Gap in favour of female employees.

Quartiles

Year on year, the quartiles within our business which were in favour of male employees has reduced from four the one quartile, therefore there is now a strong representation of female employees across the organization with the following breakdown in the Lower Quartile 1 (+20% difference), Lower Middle Quartile 2 (0% difference), Upper Middle Quartile 3 (+100% difference) and in the Upper Quartile 4 (-50% difference) for permanent staff.

With regards to temporary staff, there is a lower representation of female employees across all quartile sectors with the following breakdown in the Lower Quartile 1 (-18% difference), Lower Middle Quartile 2 (-12% difference), Upper Middle Quartile 3 (-28% difference) and in the Upper Quartile 4 (-54% difference) for permanent staff. This is primarily due to the current active Clients whereby at the point of the snapshot are main engaging male orientated workers. The ratio of male to female workers throughout the full yearly cycle is more evenly balanced.

However, we still try to show our commitment to equal pay for equal work while recruiting and selecting the right candidate based on skill sets, experience and industry knowledge, not on gender.

Measuring the Gender Pay Gap

The results of the combined statistics for the permanent staff and temporary employees throughout the organisation are show in the following averages:

Sum of ALL Male Employees Hourly Pay	4021.81	MEAN GENDER PAY GAP - HOURLY PAY
Count of ALL Male Employees	529	
Mean Male Hourly Pay	7.60	
Sum of ALL Female Employees Hourly Pay	2310.52	
Count of ALL Female Employees	304	
Mean Female Hourly Pay	7.60	
Mean Gender Pay Gap	0.0%	

Median Hourly Pay of ALL Male Employees	7.50	MEDIAN GENDER PAY GAP - HOURLY PAY
Median Hourly Pay of ALL Female Employees	7.50	
Median Gender Pay Gap	0.0%	

Sum of ALL Male Employees Bonus Pay	6667.16	MEAN GENDER PAY GAP - BONUS PAY
Sum of ALL Female Employees Bonus Pay	13150.00	
Mean Gender Pay Gap - Bonus Pay	-97.2%	

Median Bonus Pay of ALL Male Employees	100.00	MEDIAN GENDER PAY GAP - BONUS PAY
Median Bonus Pay of ALL Female Employees	100.00	
Median Gender Pay Gap - Bonus Pay	0.0%	

Count of ALL Male employees paid bonus	27	PROPORTION OF MALES & FEMALES PAID A BONUS
Count of ALL Male Employees	529	
Proportion of Male Employees paid a bonus	5.1%	
Count of ALL Female employees paid bonus	15	
Count of ALL Female Employees	304	
Proportion of Female Employees paid a bonus	4.9%	

Total number of employees in Lower Quartile (1)	209	LOWER QUARTILE INFORMATION (1)
Count of ALL Male employees in Quartile 1	121	
% of Males in the Lower Quartile (1)	58%	
Count of ALL Female employees in Quartile 1	88	
% of Females in the Lower Quartile (1)	42%	

Total number of employees in Lower Middle Quartile (2)	208	LOWER MIDDLE QUARTILE INFORMATION (2)
Count of ALL Male employees in Quartile 2	119	
% of Males in the Lower Middle Quartile (2)	57%	
Count of ALL Female employees in Quartile 2	89	
% of Females in the Lower Middle Quartile (2)	43%	

Total number of employees in Upper Middle Quartile (3)	208	UPPER MIDDLE QUARTILE INFORMATION (3)
Count of ALL Male employees in Quartile 3	137	
% of Males in the Upper Middle Quartile (3)	66%	
Count of ALL Female employees in Quartile 3	71	
% of Females in the Upper Middle Quartile (3)	34%	

Total number of employees in Upper Quartile (4)	208	UPPER QUARTILE INFORMATION (4)
Count of ALL Male employees in Quartile 4	152	
% of Males in the Upper Quartile (4)	73%	
Count of ALL Female employees in Quartile 4	56	
% of Females in the Upper Quartile (4)	27%	

CALCULATIONS OF PAY FOR PERMANENT EMPLOYEES AS AT 05/04/2018:

To calculate the results for permanent staff, we will need the following averages:

1) Mean Gender Pay Gap

Sum of ALL Male Employees Hourly Pay	82.62
Count of ALL Male Employees	7
Mean Male Hourly Pay	11.80
Sum of ALL Female Employees Hourly Pay	110.00
Count of ALL Female Employees	10
Mean Female Hourly Pay	11.00
Mean Gender Pay Gap	6.8%

Mean Hourly rate of pay (Male)- Mean Hourly rate of Pay (Female) x 100/ Mean Hourly rate of pay (Male)

$$11.80-11.00 \times 100/11.80 = 6.8\%$$

2) Median Gender Pay Gap

Median Hourly Pay of ALL Male Employees	9.56
Median Hourly Pay of ALL Female Employees	9.47
Median Gender Pay Gap	1.0%

Median Hourly rate of pay (Male)- Median Hourly rate of pay (Female) x 100/ Median Hourly rate of pay (Male)

$$9.56-9.47 \times 100/9.56 = 1\%$$

3) Median Bonus Gender Pay Gap

Median Bonus Pay of ALL Male Employees	1250.00
Median Bonus Pay of ALL Female Employees	1125.00
Median Gender Pay Gap - Bonus Pay	10%

Median Bonus pay (Male Employees)- Median Bonus pay (Female Employees) x 100/ Median Bonus pay (Male Employees)

$$1250.00-1125.00 \times 100/1250.00 = 10\%$$

4) Mean Bonus Gender Pay Gap

Sum of ALL Male Employees Bonus Pay	4687.16
Sum of ALL Female Employees Bonus Pay	12250.00
Mean Gender Pay Gap - Bonus Pay	-161.4%

Mean Bonus pay (Male Employees)- Mean Bonus pay (Female Employees) x 100/
Mean Bonus pay (Male Employees)

$$4687.16 - 12250.00 \times 100/4687.16 = -161.4\%$$

5) Proportion of Males & Females receiving bonus payment

Count of ALL Male employees paid bonus	4
Count of ALL Male Employees	7
Proportion of Male Employees paid a bonus	57.1%
Count of ALL Female employees paid bonus	6
Count of ALL Female Employees	10
Proportion of Female Employees paid a bonus	60.0%

Male relevant employees paid bonus pay (12 months' period) x 100/ Number of
Male Employees

$$4 \times 100/7 = 57.1\%$$

Female relevant employees paid bonus pay (12 months' period) x 100/ Number of
Female Employees

$$6 \times 100/10 = 60.0\%$$

6) Proportion of Males & Females in each quartile pay band:

Total number of employees in Lower Quartile (1)	5
Count of ALL Male employees in Quartile 1	2
% of Males in the Lower Quartile (1)	40%
Count of ALL Female employees in Quartile 1	3
% of Females in the Lower Quartile (1)	60%

Number of relevant employees (Male) x 100/ Total number of employees in
the quartile:

$$2 \times 100/5 = 40\%$$

Number of relevant employees (Female) x 100/ Total number of employees in the quartile:

$$3 \times 100/5 = 60\%$$

This calculation is then repeated for the remaining quartiles.

Total number of employees in Lower Middle Quartile (2)	4
Count of ALL Male employees in Quartile 2	2
% of Males in the Lower Middle Quartile (2)	50%
Count of ALL Female employees in Quartile 2	2
% of Females in the Lower Middle Quartile (2)	50%

Total number of employees in Upper Middle Quartile (3)	4
Count of ALL Male employees in Quartile 3	0
% of Males in the Upper Middle Quartile (3)	0%
Count of ALL Female employees in Quartile 3	4
% of Females in the Upper Middle Quartile (3)	100%

Total number of employees in Upper Quartile (4)	4
Count of ALL Male employees in Quartile 4	3
% of Males in the Upper Quartile (4)	75%
Count of ALL Female employees in Quartile 4	1
% of Females in the Upper Quartile (4)	25%

For the Permanent staff, there is a difference of 6.8% between male and female mean hourly earnings and a 1% value for the median hourly earnings.

CALCULATIONS OF PAY FOR TEMPORARY EMPLOYEES AS AT 05/04/2018

To calculate the results for Temporary staff, we will need the following averages:

7) Mean Gender Pay Gap

Sum of ALL Male Employees Hourly Pay	3939.19
Count of ALL Male Employees	522
Mean Male Hourly Pay	7.55
Sum of ALL Female Employees Hourly Pay	2200.52
Count of ALL Female Employees	294
Mean Female Hourly Pay	7.48
Mean Gender Pay Gap	0.8%

Mean Hourly rate of pay (Male)- Mean Hourly rate of Pay (Female) x 100/ Mean Hourly rate of pay (Male)

$$7.55 - 7.48 \times 100/7.55 = 0.8\%$$

8) Median Gender Pay Gap

Median Hourly Pay of ALL Male Employees	7.50
Median Hourly Pay of ALL Female Employees	7.50
Median Gender Pay Gap	0.0%

Median Hourly rate of pay (Male)- Median Hourly rate of pay (Female) x 100/
Median Hourly rate of pay (Male)

$$7.50 - 7.50 \times 100/7.50 = 0\%$$

9) Mean Bonus Gender Pay Gap

Sum of ALL Male Employees Bonus Pay	1980.00
Sum of ALL Female Employees Bonus Pay	900.00
Mean Gender Pay Gap - Bonus Pay	54.5%

Mean Bonus pay (Male Employees)- Mean Bonus pay (Female Employees) x 100/
Mean Bonus pay (Male Employees)

$$1980.00 - 900.00 \times 100/1980.00 = 54.5\%$$

10) Median Bonus Gender Pay Gap

Median Bonus Pay of ALL Male Employees	90.00
Median Bonus Pay of ALL Female Employees	100.00
Median Gender Pay Gap - Bonus Pay	-11.1%

Median Bonus pay (Male Employees)- Median Bonus pay (Female Employees) x 100/
Median Bonus pay (Male Employees)

$$90 - 100 \times 100/90 = -11.1\%$$

11) Proportion of Males & Females receiving bonus payment

Count of ALL Male employees paid bonus	23
Count of ALL Male Employees	522
Proportion of Male Employees paid a bonus	4.4%
Count of ALL Female employees paid bonus	9
Count of ALL Female Employees	294
Proportion of Female Employees paid a bonus	3.1%

Male relevant employees paid bonus pay (12 months' period) x 100/ Number of Male Employees

$$23 * 100 / 522 = 4.4\%$$

Female relevant employees paid bonus pay (12 months' period) x 100/ Number of Female Employees

$$9 * 100 / 294 = 3.1\%$$

12) Proportion of Males & Females in each quartile pay band:

Total number of employees in Lower Quartile (1)	204
Count of ALL Male employees in Quartile 1	120
% of Males in the Lower Quartile (1)	59%
Count of ALL Female employees in Quartile 1	84
% of Females in the Lower Quartile (1)	41%

Number of relevant employees (Male) x 100/ Total number of employees in the first quartile

$$120 \times 100 / 204 = 59\%$$

Number of relevant employees (Female) x 100/ Total number of employees in the first quartile

$$84 \times 100 / 204 = 41\%$$

This calculation is then repeated for the remaining quartiles.

Total number of employees in Lower Middle Quartile (2)	204
Count of ALL Male employees in Quartile 2	114
% of Males in the Lower Middle Quartile (2)	56%
Count of ALL Female employees in Quartile 2	90
% of Females in the Lower Middle Quartile (2)	44%

Total number of employees in Upper Middle Quartile (3)	204
Count of ALL Male employees in Quartile 3	131
% of Males in the Upper Middle Quartile (3)	64%
Count of ALL Female employees in Quartile 3	73
% of Females in the Upper Middle Quartile (3)	36%

Total number of employees in Upper Quartile (4)	204
Count of ALL Male employees in Quartile 4	157
% of Males in the Upper Quartile (4)	77%
Count of ALL Female employees in Quartile 4	47
% of Females in the Upper Quartile (4)	23%

Although the hourly pay rates for the temporary workers are in our Clients' control, we do have an influence in their decisions and provide them with our observations and tracking trends on employment differentials specific to site locations. The statistical results for the Temporary Workers continues' to be encouraging, showing no change in the difference of median pay for male and female Temporary Workers at 0.0%.

There is a 0.8% difference in favour of male Temporary Workers in the Mean Hourly Pay, this is explained by the fact that the site duties & responsibilities can vary between gender. Women have a higher threshold of multi-tasking and dexterity which is beneficial for their particular job and/or task assignments. Male employees dominate the nightshift operations and various Clients have increased their requirements for fulfilling orders for these shift patterns.

The differential in the Temporary Workers Mean Bonus Gender Pay Gap is 54.5% which is down from the previous year (90.1%) in favour of men. Clients dramatically reduced all bonus payments to the Temporary Workers which normally fall during the holiday periods and/or at the end of seasonal production cycles. In addition, this was therefore less prevalent on the nightshift uplifts and therefore the gap moved appreciably towards the female ratio of employees.

The Median Bonus Gender Pay Gap has also reduced from -5.3% to -11.1% which continues to be in favour of women.

CLOSING THE GENDER PAY GAP

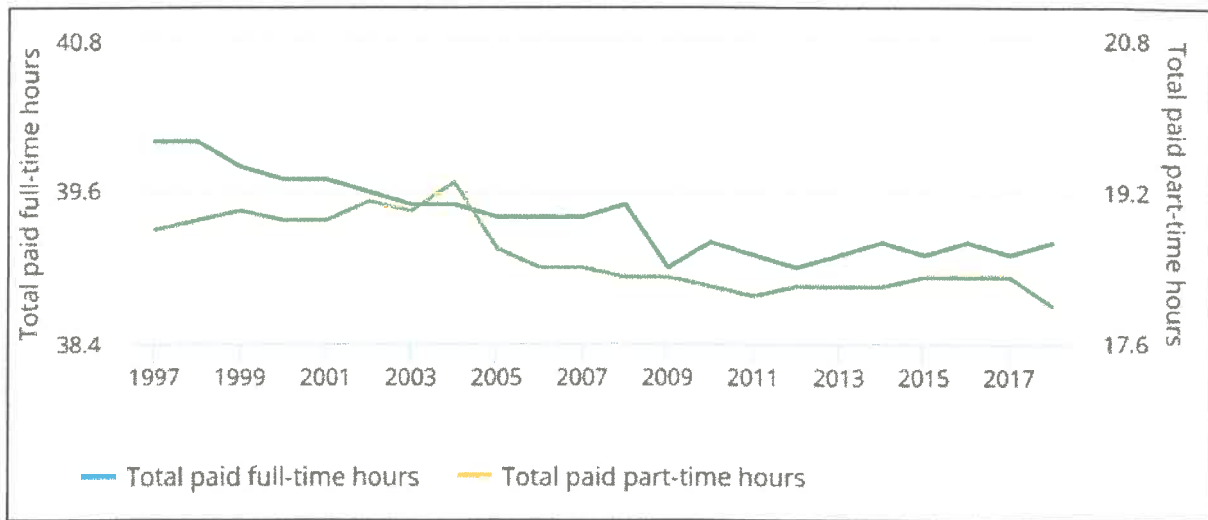
This process is ideal for businesses as it is not solely based on conscience. Research has shown a workforce with more diversity increases creativity, stronger decision making, long term stay of employees based on employment satisfaction. McKinsey estimate that closing gender pay gaps in work could add £150 billion to UK GDP by 2025².

As there is currently a 17.9% Gender Pay Gap between men and women in the UK across all work types, there are factors which influence this matter such as the impact of age and the impact of occupation.

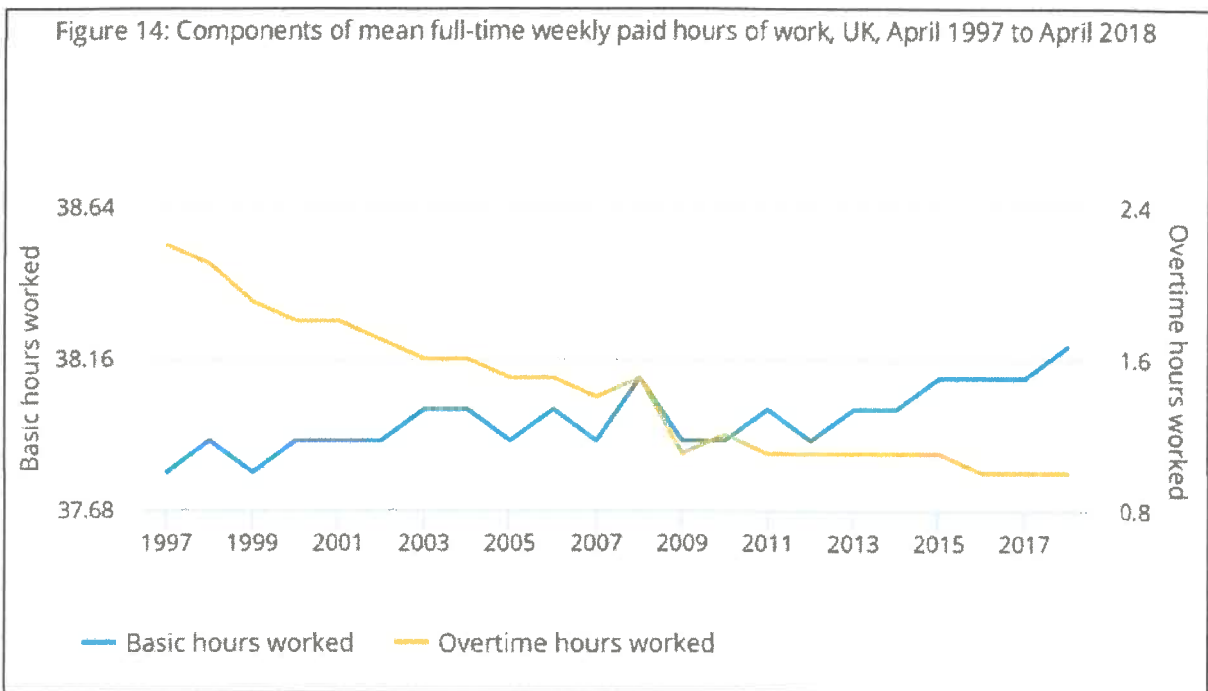
Impact of Full-Time versus Part-Time Hours

The reduction in overall overtime available to Temporary Workers and the Clients move to employ more permanent staff has been the main contributor to the reduced gap in the Mean Gender Pay Bonus Payments as this was mainly eligible to workers on nightshift, bank holidays and other key occasions throughout the year which tended to be taken up more by men than women because of the hours involved and personal commitments along with personal preferences not to work certain shifts.

Figure 4: Mean full-time and part-time paid hours, UK, April 1997 to April 2018

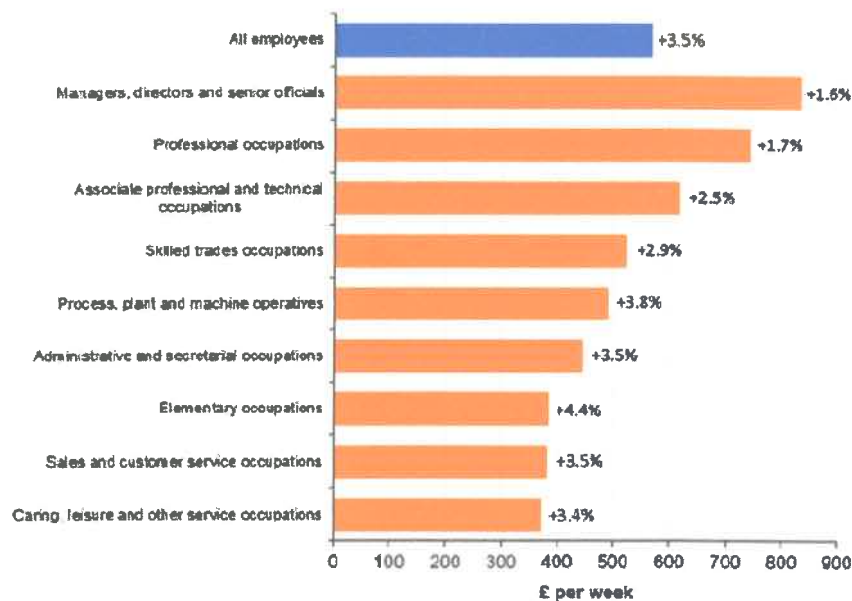


Source: Annual Survey of Hours and Earnings (ASHE) - Office for National Statistics



Since 1997, basic paid hours have increased slightly from 37.8 to 38.2 hours per week, whereas overtime hours have decreased, falling from 2.2 to 1.0 hours. The sector with the highest mean number of overtime hours per employee per week in 2018 was process, plant and machine operatives (3.3 hours).

Figure 12: Median full-time gross weekly earnings and percentage growth between April 2017 and 2018, by occupation group, UK



Source: Annual Survey of Hours and Earnings (ASHE) - Office for National Statistics

In April 2018, the occupation group with the highest median weekly earnings for full-time employees was managers, directors and senior officials, at £835. This was £266 higher than the UK as a whole.

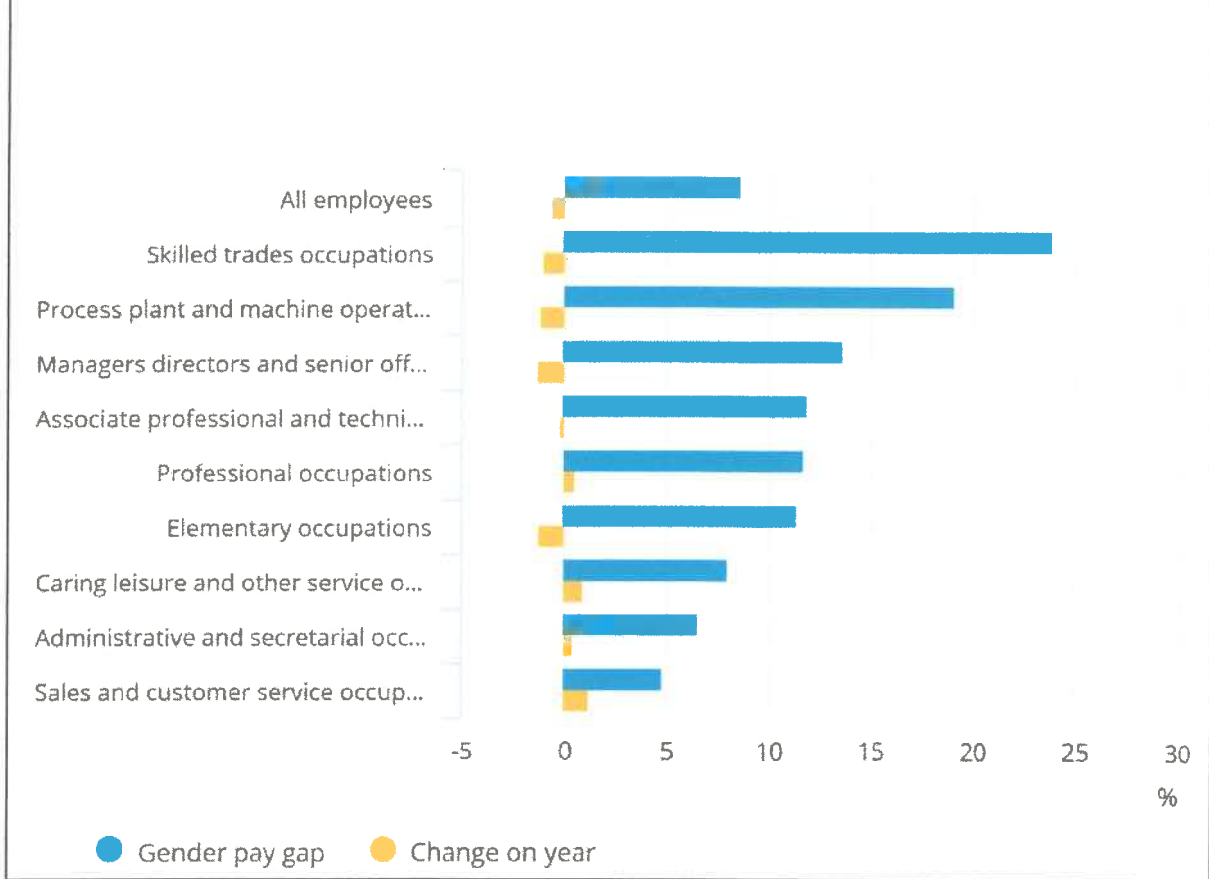
Caring, leisure and other service occupations was the lowest-paid group, at £374 per week. The largest growths in full-time median weekly earnings compared with 2017 were seen in elementary occupations (increased by 4.4%) and the process, plant and machine operative occupations (3.8%) (Figure 12) shown above.

The larger increases at the lower-earning occupations were likely to have been driven by the increase in the National Minimum Wage and National Living Wage rates of hourly pay in April 2018.

Impact of Elementary Occupation

Figure 4 below from the ONS 2018 report shows the Gender Pay Gap in April 2018. For the “Elementary Occupations”, it shows one of the largest shifts (in yellow) in the gender pay differential across that occupational sector although it still shows a gap of circa 12% which needs to be improved going forward.

Figure 4: Gender pay gap for median full-time hourly earnings (excluding overtime) and the year-on-year percentage point change, by major occupation group, UK, April 2018



When looking at the gender pay gap by occupation for full-time employees, it is in favour of men for all the main occupation groups, ranging from 4.8% for sales and customer service occupations to 23.9% for skilled trades occupations in April 2018.

GENDER PAY GAP OBJECTIVES- EASYRECRUITUK.com

Our objective continues to be a focus on closing the gender pay gap within the organization for our permanent staff and also to liaise with our wide range of Clients to equalize the pay differential encountered at each site location.

We have set the following objectives to address this matter:

Returning to work policy- This we have maintained as defined last year and we continue to provide regular communication and guidance to personnel who are on statutory leave and work with them to prepare for returning to work. For personnel on maternity leave, we request a meeting before the end of the maternity period to review the employees' intentions and requirements to be able to return to work.

For employees on long term sickness (SSP), we have implemented regular “Wellness” meetings to support the employee with their recuperation and follow up on the Occupational health reviews to ensure suitability and capability to return to the role previously performed and/or to offer alternative opportunities for assignment.

Equal opportunity- We continue to maintain a culture of equality and recognises the contribution of each individual to the operations of the business irrespective of their physical or gender backgrounds. This covers all individuals within the organisation, whether Permanent Staff or Temporary Workers. The agency environment allows for a universal approach to hiring permanent staff regardless of gender.

For the Temporary Workers, we generally maintain a balanced distribution of male to female employees although depending on the seasonal requirements for physical labour (heavy lifting) or in manufacturing/warehouse logistics roles whereby gender needs to be considered for suitability. In balance, various Clients have roles which require dexterity, multi-tasking skills which favour female worker applications.

Across the broad range of industries and Clients which we provide labour services to over an annual cycle, we find that the distribution of male to female workers is relatively balanced.

Client Bonuses- We will continue to review and discuss with Client’s regarding their bonus schemes. The change between 2017 and 2018 has been an overall reduction in the Mean Gender Pay Gap for Bonuses from 90.1% to 54.5% respectively.

The bonuses paid out by Clients in 2018 were predominantly from two Client locations and one of those locations is mainly a male oriented site due to the working conditions and therefore the imbalance is due to the twenty-three male to nine female eligible employees’ ratio across those particular sites.

Inhouse Staff Salary & Bonuses- We have been implementing a salary and bonus banding structure throughout the organisation since 2016 and continue to progress with this scheme over the coming year.

The Mean Gender Pay Gap has increased slightly from 6.4% to 6.8% in 2017 to 2018 respectively which is below the National average of 8.6% for permanent staff.

The Mean Gender (Bonus) Pay Gap has increased slightly from 59.5% to -161.4% in 2017 to 2018 respectively in favour of female permanent staff. An equal bonus entitlement was applied to each role/job position was made in the annual bonus distribution across the organization although a significant factor in the swing to -161.4% (in favour of women) was due to commission-based bonuses becoming eligible to Marketing & Sales personnel, otherwise the net outcome would have been fairly equal to the male/female ratio.

The introduction of key management and the consolidation of two regions into one, required the adjustment of salaries for the change in roles and responsibilities which influenced the 6.8% outcome in 2018. We will continue streamline the differential in pay scale banding based on experience and skill sets which will be measured via an annual assessment format which will quantify appropriate salary entitlement.

Training Scheme- We have commenced on a training program to identify all employees training and mentoring requirements so that we can add quality and value to the organization through formal internal & external recognised certified modular training courses which will enhance the employees' personal development. This will also allow management to apply metrics to the annual appraisal process and therefore eligibility for salary banding increases and bonus structure entitlement.

DECLARATION

I confirm that EasyRecruitUK.com's Gender Pay Gap statistics are reliable, accurate and based on the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the "Gender pay gap reporting guidance" documentation on the Governments website www.gov.uk .

Signed:



Kenneth.J.Mac Neil
Chief Operating Officer
01-April-2019

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