



RECRUITMENT
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Gender Pay Gap Report

Report published

February 2024

recruitmentfundingsolutions.co.uk

What is the Gender Pay Gap Report?

Under the Equality Act 2010, all organisations which employ 250 people or more are required to publicly report the difference between the average earnings of all men and women employees, regardless of their role or seniority. This is expressed as a percentage of men's earnings. However, this report does not involve publishing individual employee's data.

It is important to be clear that the gender pay gap does not measure equal pay. Gender pay looks at the balance of men and women at each level of the organisation, by compensation (pay and bonus). Equal pay relates to what women and men are paid for performing equal work.

This document is Recruitment Funding Solution's Gender Pay Gap Report and delivers our pay findings, along with the steps we will take to further improve our results. This report covers the 2022–23 reporting cycle, using the legally set snapshot date of 5th April 2023. We have published our report in February 2024 (ahead of the reporting deadline of 4th April 2024).



Our findings

Mean and Median Gender Pay Gap - Hourly pay

A gender pay gap is the difference between the hourly rate of pay for all men and all women. Two types of gender pay gap are reported on:

- **Mean hourly pay gap:** the difference between the average hourly earnings of men and the average hourly earnings of women
- **Median hourly pay gap:** the difference between the midpoint in the range of hourly earnings of men and the midpoint in the range of hourly earnings of women

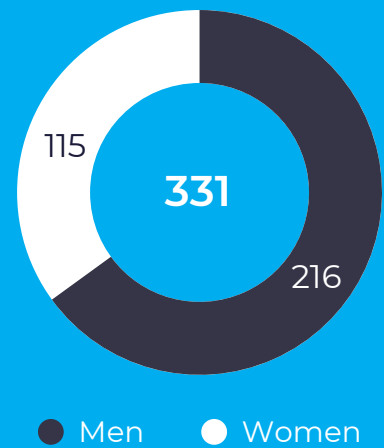
Ordinary pay, expressed as an hourly rate, is used to calculate the mean and median gender pay gaps. This includes basic pay, allowances and any bonus payments made in April 2023. Overtime payments are not included.

The figures on the right show the overall mean and median gender pay gap in our organisation.

Our (mean) pay gap stands at -6%. The mean can be defined as the average of employee hourly rate; in other words, females mean hourly rate is 6% higher than male employees.

Our (median) pay gap stands at 18%. The median can be defined as the middle number in a ranked list of hourly rates; in other words, females median hourly rate is 18% lower than male employees.

Snapshot headcount

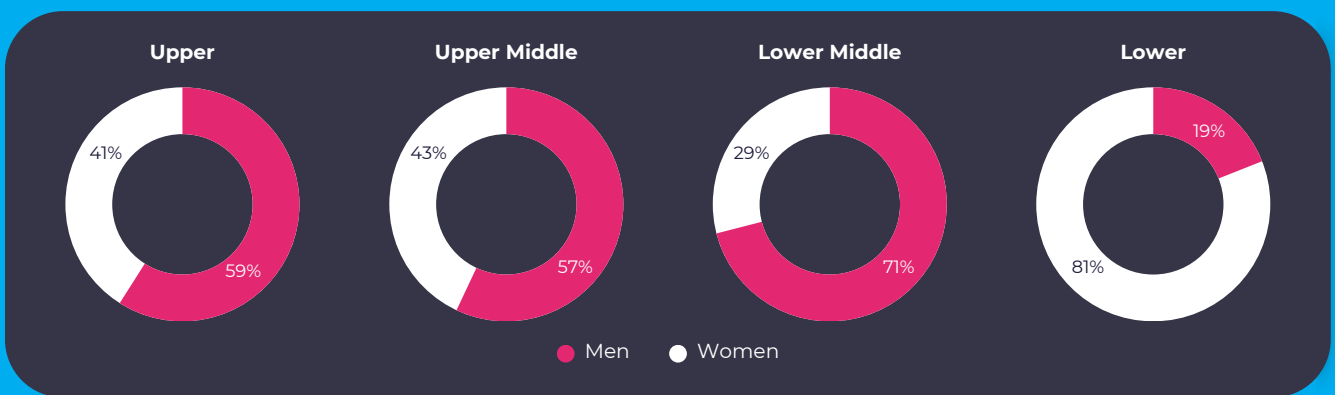


-6%
Mean

18%
Median

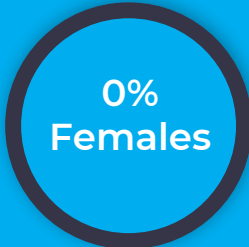
Our findings: Pay Quartiles

Quartile bands split the workforce into four equal quarters by amount paid. Pay quarters give an indication of women's representation at different levels of the organisation. The Upper Quartile includes the top 25% of earners whilst the Lower Quartile contains the lowest 25%.



Bonus Pay Gap

This highlights the split between men and women that received a bonus.



Written statement

At Recruitment Funding Solutions, we're committed to tackling inequality and under-representation – creating an inclusive environment and reflecting the communities we serve.

Although we employ thousands of UK workers across many different sectors, our employees source the majority of their assignments through recruitment agencies and often negotiate contract rates directly with the recruitment agencies they engage with.

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.

Whilst we do not have complete control over the rates of pay our temporary staff receive as they are determined by our clients. We do endeavour to put forward a fair representation of male and female workers for each role.

What's more, as a company we're committed to the principle of workplace equality and believe eliminating the gender pay gap is the right thing to do for successful business and a fair society.

We will continue to monitor, identify and reduce gender pay gaps through:

01

Improving understanding of the gender pay gap to our clients by sharing these findings and highlighting actions they can take to reduce it.

02

We will continue to monitor pay to see the effects of our actions on the gender pay gap and identify any gender bias.

03

Internal training to ensure we are promoting equality and inclusion within all job postings.

Confirmation statement

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.



Alex Grant
Managing Director



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