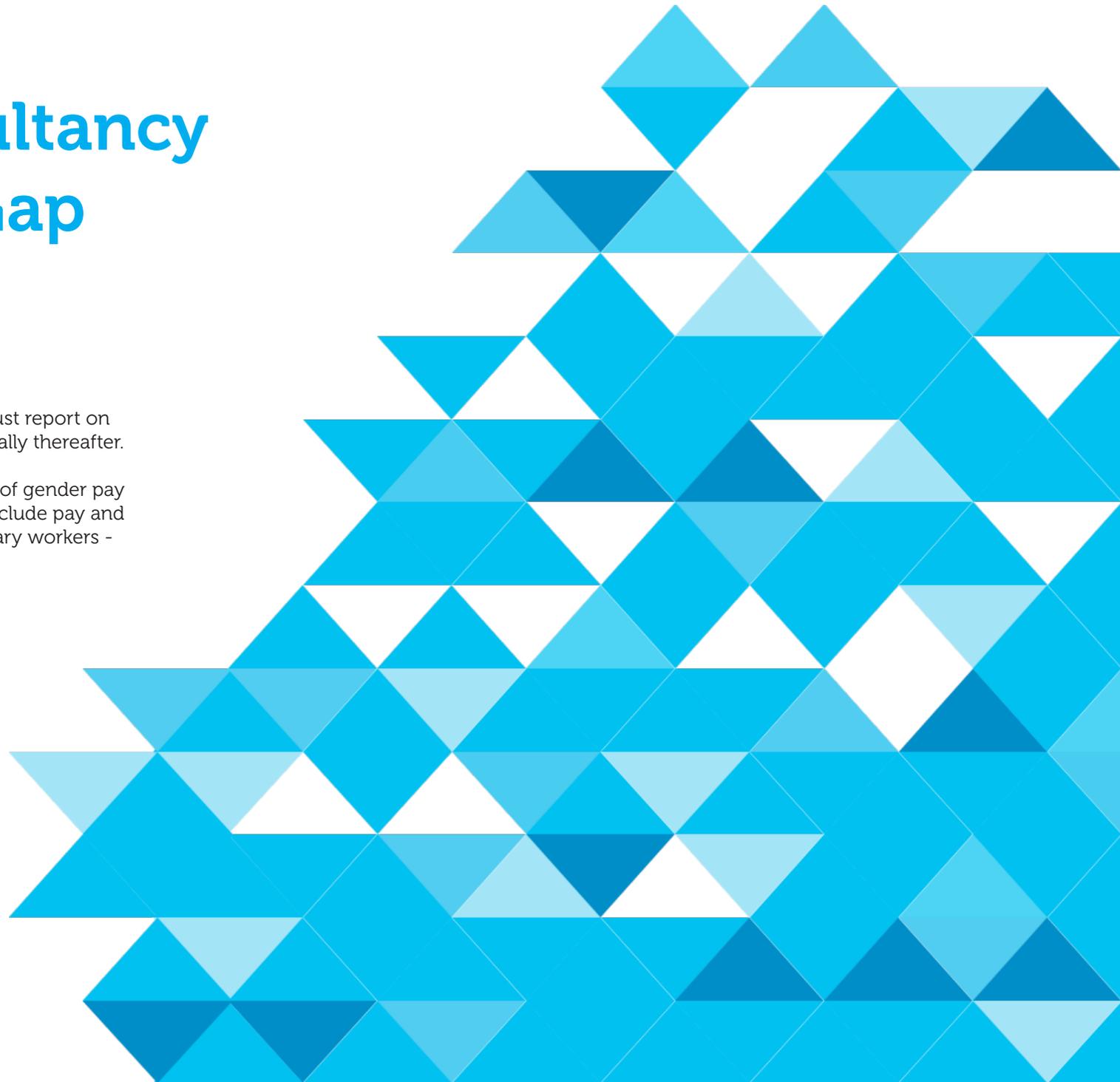


# Search Consultancy Gender Pay Gap Report 2017

Under the Equality Act 2010 Regulations 2017  
Organisations with 250 employees or more must report on  
their gender pay gap by 4 April 2018, and annually thereafter.

The regulations stipulate that for the purposes of gender pay  
gap reporting Employment Businesses must include pay and  
bonus calculations for permanent and temporary workers -  
"the relevant group".



The calculations of gender pay gap are based on a snapshot of payroll data at 5 April 2017. At that point, approximately 600 permanent members of staff and in excess of 4,000 associates (temporary workers who are assigned to work at Search's clients) formed the "relevant group". Based on this group the company's overall **Mean Gender pay Gap is -3%** indicating that female employees are paid more than male employees.

Overall, the structure of Search's permanent workforce is weighted more heavily towards female employees, which account for 57% of the total permanent workforce.

## The Calculations

Summary		Permanent Employees	Associates	All
1. Mean gender pay gap*		16.2%	-1.2%	-3.0%
2. Median gender pay gap**		15.6%	-1.3%	-4.1%
3. Mean bonus gender gap		20.4%	-7.9%	-31.9%
4. Median bonus gender gap		35.1%	38.2%	-176.7%
5. % Male & female bonus paid:	Male	78.4%	14.8%	20.5%
	Female	52.8%	8.4%	17.7%
6. % Male & female per quartile:				
	(a) Lower quartile			
	Male	30.6%	67.0%	66.8%
	Female	69.4%	33.0%	33.2%
(b) Lower middle quartile	Male	38.8%	64.3%	63.9%
	Female	61.2%	35.7%	36.1%
(c) Upper middle quartile	Male	48.3%	63.9%	57.7%
	Female	51.7%	36.1%	42.3%
(d) Upper quartile	Male	56.1%	62.0%	58.2%
	Female	43.9%	38.0%	41.8%

\*The mean gender pay gap is the difference between the average hourly earnings of males and females.

\*\*The median gender pay gap is the difference between the average hourly earnings of males and females at the mid-point in each data set.

Search recognises that these calculations are heavily influenced by the fact that 88% of the relevant group is made up by Associates (temporary workers) who, whilst employed by Search, are assigned to our clients as the end user. Our Associates are assigned across 6 different vertical market clusters where the nature and seniority of roles, skill sets and market salaries are diverse.

The Board believes that in explaining the gender pay gap, it is more appropriate to separate out the permanent employees from the associates (temporary workers) and to comment upon the permanent workforce.

**The mean gender pay gap for permanent employees is 16.2% and the median gap 15.6%.**

## Gender pay gap mean and median

Mean	Median
<b>16.2%</b>	<b>15.6%</b>

Search Consultancy is committed to ensuring that all employees are fairly remunerated for the work that they undertake, regardless of gender.

The gender pay gap seen in our permanent workforce can largely be attributed to the high number of administration and support staff which are female and whose earnings tend to fall into the lower and lower middle quartiles. The upper quartile is the only one in which the number of male employees exceeds the number of females.

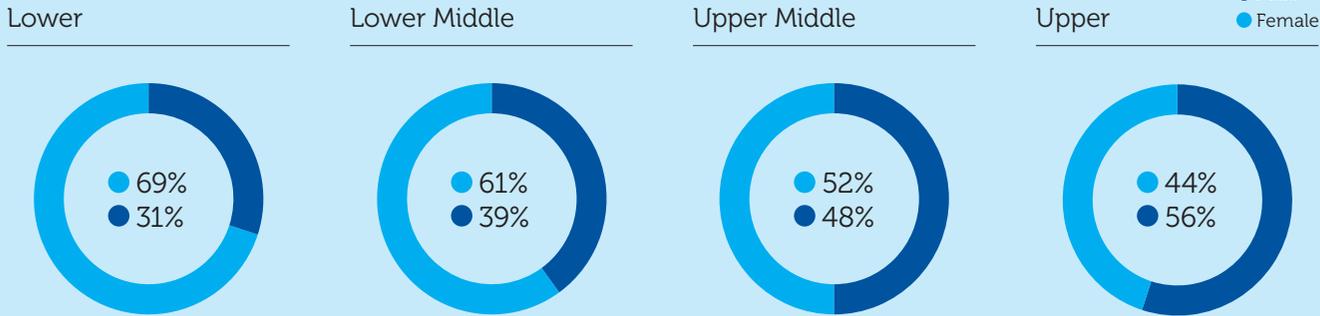
## Gender bonus gap mean and median

Mean	Median
<b>20.4%</b>	<b>35.1%</b>

Bonus schemes are structured differently across the fee earner and administrative parts of the business. The relatively high number of female administrative and support staff therefore contributes to the gender bonus gap.

The calculation of the bonus gap is also influenced by a higher number of part time workers which are female, and whose bonus payments are calculated on a pro rata basis.

## Proportion of males and females in each quartile band



## How to improve the gender pay gap

Search Consultancy is committed to ensuring that all employees are treated fairly regardless of any protected characteristic including gender.

Every possible step is taken to ensure that recruitment, selection, training, promotion, career management, salary and remuneration are based solely on objective and job-related criteria.

Search has a strong track record of female professionals progressing to senior management positions, with females making up 40% of the Main Board of directors at a group level, and making up 60% of the Executive Board.

Recruitment, selection and development decisions will continue to be made solely on the basis of the suitability of the individuals' skills and experience and their ability to do the job.

I, on behalf of Search Consultancy, confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Stuart Dick,  
Finance Director**