

Ambitions Personnel Ltd
Gender Pay Gap
Report 2017



ambitions
personnel

Welcome

Ambitions Personnel Ltd. is an independently owned and family-run recruitment agency operating predominately in the East Midlands and East of England, with a turnover exceeding £73million. The landscape of the recruitment industry and UK employment market is continually changing and evolving, and no more so than in the current climate.

Throughout our 28 years in business, we are proud to have built a reputation for excellence, remaining true to our core values of honesty, loyalty and trust. Our people are central to our success, and undoubtedly their passion and commitment is what continues to drive our business forward. We aim to be an employer of choice, and are keen to promote the recruitment industry as a place to build a long and successful career.

We consider ourselves extremely fortunate to be in a position to provide opportunities to such a diverse array of people, and, as a large employer, take our duty to ensure every member of staff is treated equally, very seriously. Commitment to equality is at the forefront of our processes and therefore we have welcomed this opportunity to report our current position and reflect on how we can do more.

We have two clear categories of people on our payroll; the staff we employ within our own branches (who only account for 1.7% of the total number of people paid by us), and the workers we supply into assignments across a wide spectrum of industries, in both the public and private sectors.

The scope of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require us, as an employer of in excess of 250 people, to produce this report based on our payroll as a whole; including both our own employees and our workers. The contents of this report have been produced in line with the regulations, and as such, it is important to note that this is not an equal pay report. We are confident that people performing the same roles are paid equally, and everyone has access to the same opportunities, irrespective of gender.

I confirm that the information contained within this report is accurate as of the snapshot date of 5 April 2017.

Amanda Watson - Director



Gender Pay Gap – Our Results 2017

The mean gender pay gap is the difference between the average earnings per hour for males and females. Currently, the UK's national gender pay gap is reported as being 18.1%, whereas we are pleased to be far closer to parity at just 2.2%.

In general, our temporary workforce receive an hourly rate of pay which is set by the end-user client, and therefore outside of our control. Our recruitment business supplies high volumes of workers into unskilled roles, such as within the food production and warehousing sectors. As such, the majority of our overall payroll consists of workers who are being paid at the prevailing National Minimum Wage or National Living Wage, resulting in a mean gender pay gap figure which is well below the national average.

A negative figure shows that result is weighted towards females being paid more than males. This is demonstrated in our median gender pay gap. The median figure is obtained by listing the pay received by males and the pay received by females in ascending order; then taking the midway point of each and working out the percentage variance.

On the whole, we have more males than females working for us; as shown in our pay quartile. As would be expected, given our low mean and median variances, the split within each individual quartile is very similar.

2.2%

Our Mean Gender Pay Gap

-2.1%

Our Median Gender Pay Gap



Bonus Pay

The data used to produce the calculations relating to bonus pay is from payments made between 6th April 2016 and 5th April 2017. Under the definition of bonus pay, we have included any payments made which are above and beyond normal wages, including profit share, productivity, performance, incentive or commission. These calculations relate only to the employees working within our own company, and do not include workers.

The mean gender bonus gap shows that, on average, females receive a higher bonus than males. Within our business, we have a higher proportion of female staff than males, and this is also reflected in our senior management team, which includes our two directors, who are both female. As of the snapshot date in April 2017, nearly 75% of our own employees were female.

The median gender bonus gap shows that the midway point for bonuses paid to males is higher than the midway point of bonuses paid to females. This is due to the fact that, whilst flexible working is an option available to everyone, the only part time employees we have are female. Therefore, they receive a bonus payment on a pro rata basis, proportionate to the number of days or hours worked.

63%

% of Female Employees Receiving a Bonus

50%

% of Male Employees Receiving a Bonus



Bridging the Gap

We recognise that, as a large employer, our commitment to bridging any gender pay gap goes far beyond producing an annual report. As explained earlier in the report, whilst we have limited influence over the hourly pay rates of our workers and therefore our gender pay gap results, however, we have identified some key areas for review over the coming year:

- Commitment to offering flexible working opportunities – we want to ensure that everyone working for us is able to achieve a work / life balance suited to their individual circumstances
- Reviewing recruitment advertisements – we will conduct a review of all recruitment advertising to ensure every role we advertise is free from any gender bias. Particularly in sectors where there has historically been a trend towards a higher number of applications from female or male candidates, including within recruitment
- Employee feedback – we ask our own staff for their feedback within our already established annual employee survey. Whilst the majority of our current managers are ‘home-grown’ and we believe we offer a level playing field for individuals wanting to progress their career, we pledge to make this an area of focus when analysing the results and implement any remedial action as necessary



Our Results 2017

2.2%

Mean Gender Pay Gap

-2.1%

Median Gender Pay Gap

12.1%

Median Gender Bonus Gap

-13%

Mean Gender Bonus Gap

63%

% of Female Employees Receiving a Bonus

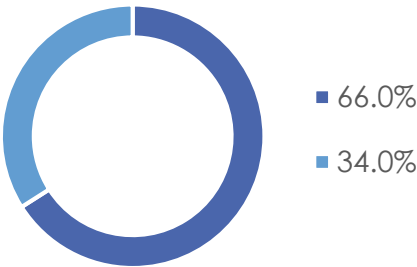
50%

% of Male Employees Receiving a Bonus

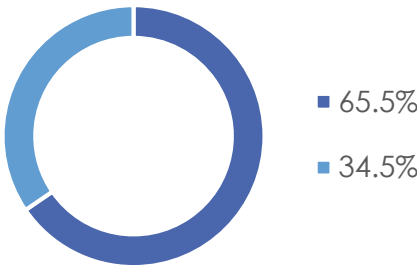


Pay Quartiles

Upper Quartile

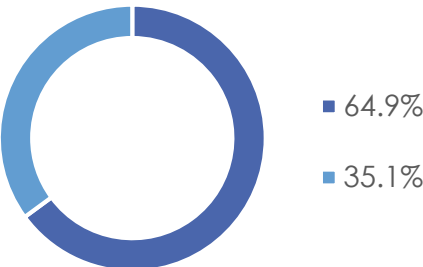


Upper Middle Quartile

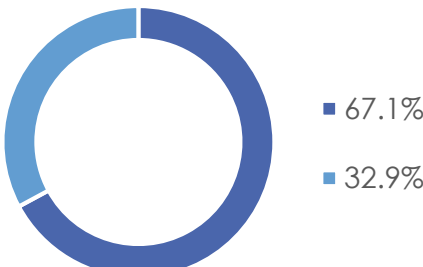


■ Male
■ Female

Lower Middle Quartile



Lower Quartile



Total

