

Ambitions Personnel Ltd
Gender Pay Gap
Report 2018



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 of over £60m. 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 29 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 less than 2% 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 2018.

Amanda Watson - Director

Gender Pay Gap – Our Results 2018

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 17.9% (source: ONS), whereas we are pleased to have a mean difference of less than 1% and a median difference of just over 5%.

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 our mean gender pay gap being very close to parity.

Our median gender pay gap is slightly higher, at 5.24%. 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. However, the number of males is highest in the upper quartile which is therefore reflected in the median figure.

0.15%

Our Mean Gender Pay Gap

5.24%

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 2017 and 5th April 2018. 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 the males and females that receive a bonus, receive a very similar amount; less than a 1% difference. The median figure reflects that the midway point is slightly higher for males than females. However, this is still well below national averages.

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.

The median gender bonus gap figure can be explained by 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.

50%

% of Female Employees Receiving a Bonus

47%

% 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:

- Continuing our 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
- We have undertaken a review of training provided to our staff who are responsible for recruitment advertising. In general, we wanted to improve the quality and consistency of our job adverts, to ensure we were attracting the best talent in the marketplace. As a result, we have invested in external and internal training and have also implemented a new internal training document, which sets out guidance for ensuring adverts are free from gender bias.
- We will continue to review our recruitment advertising on a regular basis 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.
- 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 2018

0.15%

Mean Gender Pay Gap

5.24%

Median Gender Pay Gap

1.40%

Mean Gender Bonus Gap

6.37%

Median Gender Bonus Gap

50%

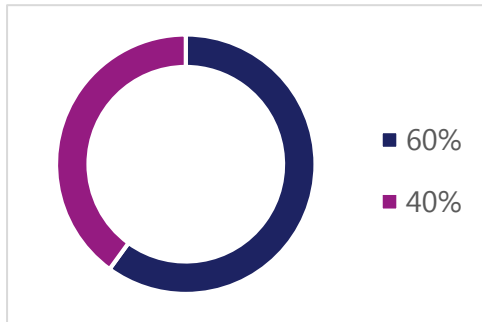
% of Female Employees Receiving a Bonus

47%

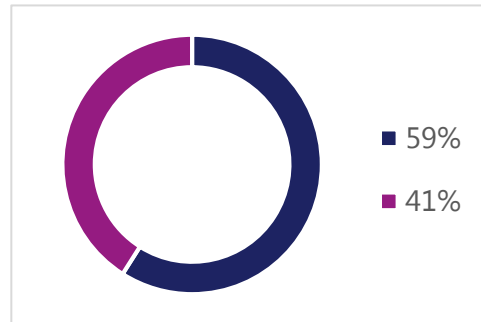
% of Male Employees Receiving a Bonus

Pay Quartiles

Upper Quartile

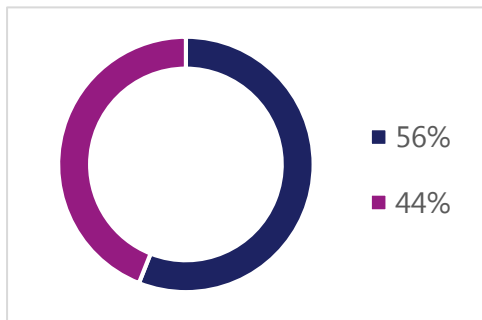


Upper Middle Quartile

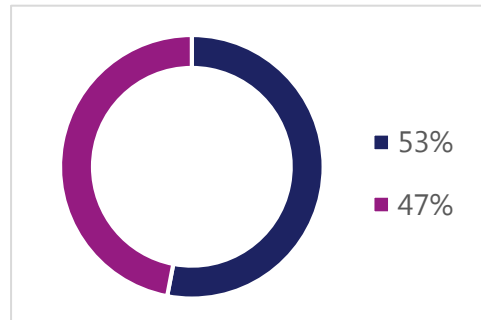


■ Male
■ Female

Lower Middle Quartile



Lower Quartile



Total

