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Gender Pay Gap Report

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What is the Gender Pay Gap?

Gender Pay Reporting requires our organisation to make calculations based on employee gender.
It is important to understand the difference between Equal Pay and The Gender Pay Gap:

- The gender pay gap, shows the differences in the **average** pay between men and women.
- This should not be confused with Equal Pay which deals with the pay differences between men and women who carry out the **same jobs, similar jobs** or **work of equal value**. It is unlawful to pay people unequally because they are a man or a woman.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

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If a workplace has a particularly high gender pay gap, this can indicate there **may** be issues to deal with, and those calculations may help to identify what those issues are.

What are we required to measure?

- Any employer with a minimum of 250 employees are **required by law** to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What does that mean for Handle Recruitment?

- Agency Workers will form part of the headcount of the **agency** and not the client they are on assignment to, so it is important to understand that our figures include all our temporary workers too.
- Also, each part time employee at Handle, or temporary worker will count as one employee for gender pay reporting purposes (although only their actual part-time pay is used in the calculation, which negatively impacts the mean figures).

What are the calculations?

- This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. (Mean is the average of a group when we add all the data together and divide by the number of subjects. Median is the specific mid-point of the range of data in the group).

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The Data

	Mean	Median
Mean and Median Gender pay gap	Females are 3.4% lower	Females are -3.3% lower
Mean and Median Gender bonus gap	Females are 41.7% lower	Females are 0% lower
Proportion of males & females receiving a bonus	Male 28.5%	Female 15.8%

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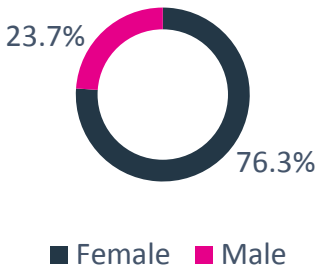
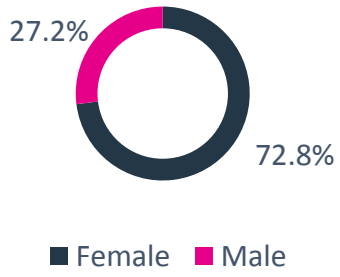
Proportion of males or females by pay quartile (dividing the workforce into 4 equal parts)

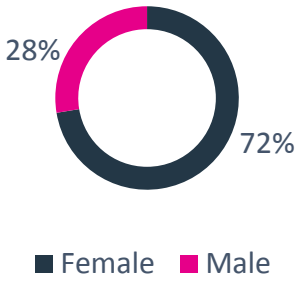
Top Quartile



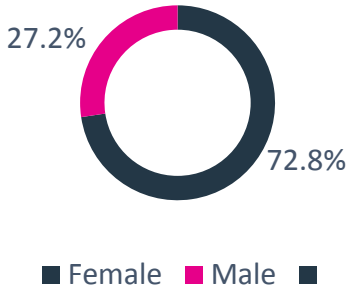
Upper Mid Quartile



Lower Mid Quartile



Lower Quartile



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Why do we have a gender pay gap?

We work hard to ensure that men and women are paid equally for doing the same job within our business.

Having a Gender Pay gap does **not** mean that we are not paying equal pay for equal work.

We are fairly well-balanced but have a slight gender pay gap in our **mean** salaries. We have more men than women in the most senior Director roles who are earning higher salaries.

Within Handle we offer flexible working, but those part-time staff tend to be female, thus skewing the figures further. The combination of those factors result in the male mean salaries being higher than for females.

Our top-earning sales staff, earning bigger bonuses are predominantly male.

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What's next?

Recruitment: We will continue to provide unconscious bias training as part of our initiative to maintain maximum diversity within our business and our candidate pools for clients. We have more females than males across all pay quartiles so will continue to encourage and facilitate career progression for females and ensure a distribution of males and females at the most junior and administrative level positions.

Development and progression: We shall continue to reward and promote on merit. Our structure allows for further career promotion for all staff and having senior males in the top senior roles does not block career paths for females. There is room in the structure for more roles at this top level.

Retention: We shall continue to measure parity of pay for males and females in same jobs. We will keep exploring more flexible ways of working to accommodate work-life balance to allow maternity/paternity returners to fulfil their career ambitions.