

Ambitions Personnel Ltd
Gender Pay Gap Report
2020



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 £48m. 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 31 years in business, we are proud to have built a reputation for excellence. 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 welcome 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 3.3% 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 2020.

Amanda Watson - Director

Gender Pay Gap – Our Results 2020

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 15.5% (source: ONS), whereas we are pleased to have a mean difference of just 1%.

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 (NMW) or National Living Wage (NLW), resulting in our mean gender pay gap being very close to parity.

We have calculated that our median gender pay gap is zero. 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.

The .gov website states that it's highly unlikely to have a median zero percentage, but possible in the scenario of having a large number of employees concentrated in the same pay grade. This scenario applies to Ambitions given the majority of staff being paid at NMW or NLW.

1.03%

Our Mean Gender Pay Gap

0%

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 2019 and 5th April 2020. 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.

Bonus' paid to our own staff are derived from overall company, branch or account profitability, rather than being linked to individual performance.

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. Overall, more female employees receive a bonus compared to male employees.

The mean gender bonus gap shows that males receive 23% more than females. However the median figure is closer to absolute parity, and is actually weighted 3% in favour of females.

Because the data is based on such a relatively small number of people, the calculations are easily skewed. The small number of male employees who receive a bonus are at very different levels within the business, with one senior male member of staff receiving one of the highest amounts paid. This is the main contributing factor to a higher average figure. In addition, 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 numbers of days or hours worked.

However, it is reassuring to see that the mid-point of both figures do sit at around parity.

23%

% of Female Employees Receiving a Bonus

6%

% 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 the majority of our gender pay gap results, we commit to continue implementing the following measures which are within our control 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 constantly monitor our recruiting advertising to ensure any job adverts across all channels are free from gender bias and avoid use of gendered language. We provide regular training to staff members who are responsible for this and keep in touch with industry best practice through our Recruitment and Employment Confederation membership. Through our HR team's CIPD membership, we are also able to access resources surrounding this issue.
- We have recently automated some of our application process. The new system provides better mechanisms for tracking applications. This is useful to monitor, particularly in sectors where there has historically been a trend towards a higher number of applications from female or male candidate.
- 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 2020

1.03%

Mean Gender Pay Gap

0%

Median Gender Pay Gap

23%

Mean Gender Bonus Gap

-3.82%

Median Gender Bonus Gap

23%

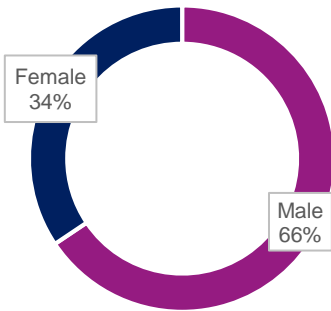
% of Female Employees Receiving a Bonus

6%

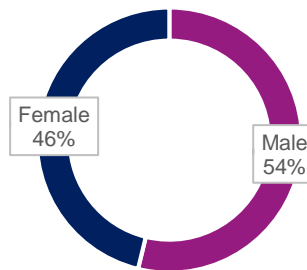
% of Male Employees Receiving a Bonus

Pay Quartiles

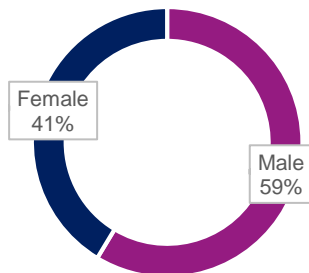
Upper Quartile



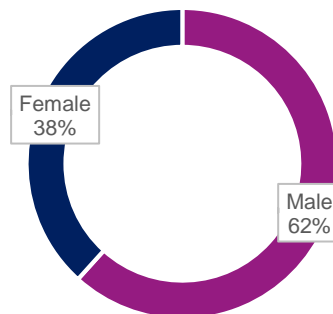
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Total

