

Gender Pay Gap Statement

Safehands Recruitment Ltd

As required by the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, we have calculated our gender pay gap for 2021 using data taken as a snapshot on 5th April 2022.

The gender pay gap is the difference between the average earnings of men and women, who could be doing very different roles and are not the same as equal pay, which looks at pay rates for men and women who do the same role or roles of equivalent value.

As recruitment businesses, we are required to report data which includes the temporary staff we place with other companies as well as our staff. The pay and bonus arrangements for the staff placed with external companies are outside our control as they are set by those individual companies. However, where possible, Safehands Recruitment Ltd is committed to conducting regular pay audits and reviews and taking swift action to address any inequality should it be highlighted.

Gender Pay Reporting

Pay Information

Mean hourly pay difference between male and female employees is -3%;
The median hourly pay difference between male and female employees is 0%.

Gender Split Pay Quartiles & Bonus Gap

Pay Quartile	Male	Female
Upper Quartile	34%	66%
Upper Middle Quartile	33%	67%
Lower Middle Quartile	27%	73%
Lower Quartile	45%	55%

Bonus Pay

The mean is 128% higher for women than men;
The median is 80% higher for men than women;
The proportion of staff paid a bonus was 20% compared to men at 18%.

I confirm that the information published above is accurate.



James Gibbs
Director