

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 2024-25 using data taken as a snapshot on 5th April 2025.

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 2.6%;
The median hourly pay difference between male and female employees is 0.7%.

Gender Split Pay Quartiles & Bonus Gap

Pay Quartile	Male	Female
Upper Quartile	51%	49%
Upper Middle Quartile	43%	57%
Lower Middle Quartile	40%	60%
Lower Quartile	51%	49%

Bonus Pay

The mean is 223% higher for women than men;
The median is 882% higher for men than women;
The proportion of staff paid a bonus was 4.6% compared to men at 1.5%.

Summary

The figures are heavily influenced by the high percentage of temporary workers we place with external companies and in particular the industry sector that these companies work within.

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Summary continued...

Safehands Recruitment Ltd provides care services, and this sector is more female dominated. Quartile bandings are nearly equal between females and males as our pay rates are standardised for all workers at a given client.

The bonus calculation favoured females because of the payments made for bonus relating to internal employees mainly rather than external workers.

The internal workers bonus figures were higher, but less employees were paid. As a result, the mean was skewed towards females but as a business the policy for all employees is the same.

I confirm the information published above, to the best of my knowledge, is accurate.

Rina Cresswell



Payroll Manager