

Gender Pay Gap Statement

Safehands Recruitment Ltd

Gender Pay Gap Statement 2026

Safehands Recruitment Limited is committed to providing equal opportunities, fair pay and an inclusive working environment for all employees, regardless of gender.

As a healthcare recruitment business, our workforce is predominantly female, reflecting the wider health and social care sector. Women make up the majority of our employees at every level of the organisation and are particularly well represented in higher-paid positions, with women accounting for 61.49% of employees in the upper pay quartile.

For the reporting period ending 5 April 2026, our mean gender pay gap was - **24.16%**, meaning that female employees earned more on average than male employees. Our median gender pay gap was **-0.56%**, demonstrating that pay for the typical male and female employee is broadly comparable across the organisation.

The difference in average earnings is largely attributable to the structure of our workforce and the proportionately higher representation of women in senior and specialist roles. As gender pay gap reporting measures the difference in average earnings across an organisation rather than equal pay for equivalent work, these results do not indicate unequal pay practices.

Our bonus figures show a higher average bonus value paid to male employees. This reflects a small number of employees receiving larger performance-related payments during the reporting period and is not representative of the wider

Gender Pay Gap Statement

workforce. The proportion of employees receiving a bonus was broadly similar for men and women, at 10.11% and 9.25% respectively.

We remain committed to attracting, developing and retaining talented employees from all backgrounds and will continue to review our pay and reward practices to ensure they remain fair, transparent and free from bias.

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

Rina Cresswell



Payroll Manager