

Safehands Recruitment Limited

Gender Pay Reporting

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

The gender pay gap is the difference between the average earning of men and women, who could be doing very different roles and is 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 a recruitment business, we are required to report data which includes the temporary staff we place with other companies as well as our own 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. Rates for all shifts on client sites are the same for both women and men, but there are premium rates paid for week-end or evening shifts which are higher than day shifts.

The figures show 8.7% of the population included within the calculation were in-house employees working for Safehands Recruitment Ltd with the remaining 91.3% relating to temporary staff placed with external companies. The split between men and women was 32.5% men and 67.5% women.

Pay Information

Mean hourly pay difference between male and female employees 1%;

Median hourly pay difference between male and female employees 1%.

Gender Split Pay Quartiles & Bonus Gap

Pay Quartile

	Male	Female
Upper Quartile	31%	69%
Upper Middle Quartile	40%	60%
Lower Middle Quartile	35%	65%
Lower Quartile	25%	75%

Bonus Pay

The mean is 55% higher for women than men;

The median is 362% higher for women than men.

The proportion of staff paid a bonus were women 4% compared to men at 1%.

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 the company works within which tends to be female dominated. This was highlighted by the higher % of women overall at 67.5%. The bonus calculation on Safehands Recruitment Ltd favoured females but bonuses are only paid to internal staff and not temporary workers. The bonus is only paid to internal employees and is based on activity achieved. It is therefore consistent across both genders and was skewed by more women achieving their set targets in the period, which distorted the calculation. However, the proportion of all employees included with the bonus calculation was only 7% of total workers, so a very small element of the total population.

I confirm the information published above is accurate.

Katie Armstrong

Director