Gender Pay Gap Report – 29 March 2018

Response Recruitment Ltd is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

We use these results to assess: -

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings.

The results were as follows: -

- The mean gender pay gap was -0.1%
- The median gender pay gap 0%
- The mean bonus gender pay gap 33.4%
- The median bonus gender pay gap -5%
- The proportion of males receiving a bonus payment 2.2%
- The proportion of females receiving a bonus payment 1.5%
- The proportion of males and females in each quartile pay band were as follows: -

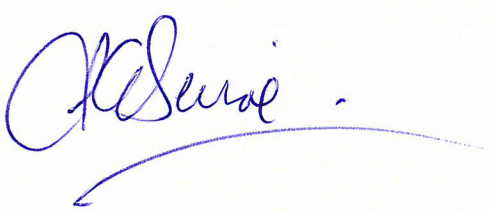
	MALE	FEMALE
Upper quartile	73.6%	26.4%
Upper middle quartile	72.4%	27.6%
Lower middle quartile	50%	50%
Lower quartile	71.8%	28.2%

Overall, Response Recruitment Ltd is an employer with a very moderate mean and medium gender pay gap. The difference between male and female hourly rates proved to be a negative pay gap in favour of female workers but the gap was so small it was barely significant at minus 0.1%. There was a gap in our mean bonus gender pay as a result of our employees responsible for new business and servicing existing contracts being predominantly male, but the medium bonus gender pay gap was negative at minus 5%. There was also barely any difference between the number of males and females receiving bonus payments. In 3 of the 4 quartiles there were more males but in all quartiles there was equal pay.

We identified that as an agency we always had more males register with us for work than females although all our advertising is always aimed at both genders. Our action plan to bridge the gap in the mean bonus gender pay is to increase the number of female employees responsible for new business and servicing existing contracts when vacancies arise.

I can confirm that this statement and the published information is accurate,

Signed:



John Devine
Appropriate Person (Managing Director)
Response Recruitment Ltd