

## Gender Pay Gap Report – 4 April 2019

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 (previous year's figures in brackets): -

- The mean gender pay gap was 0.5% (-0.1%)
- The median gender pay gap was 0.0% (0.0%)
- The mean bonus gender pay gap was 64.9% (33.4%)
- The median bonus gender pay gap was -58.8% (-5%)
- The proportion of males receiving a bonus payment was 1.3% (2.2%)
- The proportion of females receiving a bonus payment was 0.9% (1.5%)
- The proportion of males and females in each quartile pay band were as follows: -

	<u>MALE</u>	<u>FEMALE</u>
Upper quartile	79.2% (73.6%)	20.8% (26.4%)
Upper middle quartile	53.7% (72.4%)	46.3% (27.6%)
Lower middle quartile	53.7% (50.0%)	46.3% (50.0%)
Lower quartile	59.3% (71.8%)	40.7% (28.2%)



Response Recruitment Ltd is an employer with a negligible mean pay gap and a zero median gender gap. The difference between male and female hourly rates was so small it was barely significant at 0.5%.

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 a large negative figure thus in favour of females.

There was barely any difference between the number of males and females receiving bonus payments, the difference being 0.4%.

We have a larger male workforce than female but in all quartiles the pay was more or less equal.

We identified that as an agency we have 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 try and increase the number of female employees responsible for new business and servicing existing contracts when vacancies arise. However, this part of our business is so small by comparison to the rest that one bonus payment can alter the figures substantially either way.

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

Signed:

John Devine

Appropriate Person (Managing Director)  
Response Recruitment Ltd