

Gender Pay Gap Report – 29 March 2023

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 at 5 April 2022 were as follows (2021 figures in brackets): -

- The percentage of men and women in each hourly pay quarter were as follows: -

	MALE	FEMALE
Upper hourly pay quarter	60% (60%)	40% (40%)
Upper middle hourly pay quarter	57% (58%)	43% (42%)
Lower middle hourly pay quarter	62% (66%)	38% (34%)
Lower hourly pay quartile	52% (65%)	48% (35%)

- The mean (average) gender pay gap for hourly pay was -0.5% (0.2%)
- The median gender pay gap for hourly pay was 0.5% (0.0%)
- The percentage of men receiving bonus pay was 1.8% (3.4%)
- The percentage of women receiving bonus pay was 1.8% (1.7%)
- The mean (average) gender pay gap for bonus pay was 75.4% (19.3%)
- The median gender pay gap for bonus pay was 79.2% (-2750%)



Response Recruitment Ltd is an employer which has slightly more men in their workforce than women although the mean (average) gender pay gap for hourly pay was slightly greater for women by 0.5%. The median gender pay gap for hourly pay was also 0.5% but this time in favour of men. Therefore, the difference between these two measurements was so small it was barely significant.

We know 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.

The percentage of men and women receiving bonus pay was exactly the same at 1.8%. However, there was a gap in our mean (average) gender pay gap and median gender pay gap for bonus pay as a result of our employees responsible for new business and servicing existing contracts being predominantly male.

Our action plan to bridge the gap in the mean (average) gender pay gap and median gender pay gap for bonus pay is to increase the number of female employees responsible for new business and servicing existing contracts when vacancies arise. We have achieved that objective this year and this will be reflected in next year's report. 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.