

Gender Pay Gap Report – 20 February 2024

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 2023 were as follows (2022 figures in brackets): -

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

	MALE	FEMALE
Upper hourly pay quarter	61% (60%)	39% (40%)
Upper middle hourly pay quarter	62% (57%)	38% (43%)
Lower middle hourly pay quarter	74% (62%)	26% (38%)
Lower hourly pay quarter	62% (52%)	38% (48%)

- The mean (average) gender pay gap in hourly pay as a percentage of men's pay was -1.3% (-0.5%)
- The median gender pay gap in hourly pay as a percentage of men's pay was -1.1% (0.5%)
- The percentage of men receiving bonus pay was 2% (1.8%) and the percentage of women receiving bonus pay was also 2% (1.8%)
- The mean (average) gender pay gap in bonus pay as a percentage of men's bonus pay was 67% (75.4%)
- The median gender pay gap in bonus pay as a percentage of men's bonus pay was 67% (79.2%)



Response Recruitment Ltd is an employer which has more men in their workforce than women although the mean (average) gender pay gap in hourly pay as a percentage of men's pay was -1.3% meaning pay was slightly greater for women. The median gender pay gap in hourly pay as a percentage of men's pay was -1.1%, also slightly in favour of women.

We know that as an agency we have more males register with us for work than females although all our advertising and recruitment is always aimed at both genders.

The percentage of men and women receiving bonus pay was exactly the same at 2% each. However, there was a gap in both our mean (average) gender pay gap in bonus pay and our median gender pay gap in bonus pay in favour of men as a result of our employees responsible for new business and servicing existing contracts being predominantly male. It is also worth noting that, in our industry of supplying short-term, blue-collar workers, it is not usual for bonus payments to be made to Temporary Workers and this would only be at the request of a client.

Our mean (average) gender pay gap and median gender pay gap are not only in the favour of women but also extremely small, so no work is required in that area. The bonus pay only affects a handful of individuals but there is still a plan to bridge the gap by increasing the number of female employees responsible for new business and servicing existing contracts when vacancies arise. We have made inroads in that objective this year and hopefully this will be reflected in next year's report. However, as this part of our business is so small by comparison to the rest that one bonus payment to one person can alter the figures quite 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.