

Staff 365 Recruitment Solutions Limited

Gender Pay Gap

As a recruitment company for the purposes of gender pay gap reporting it is necessary to include both our internal staff and our temporary workers who are on assignment with our clients.

The inclusion of temporary workers within our pay gap information impacts greatly and distorts in certain areas due to varying sectors altering the overall mix and ratios of male to female, higher pay and lower paid roles based on industries or roles we are recruiting within. Pay rates and bonuses are also dictated by clients and other than the regulatory element required by Living wage, Minimum Wage and Agency Worker Regulations we can have no influence with regards to changing pay rates or implement changes to reduce the pay gap.

Overall there is no difference in pay between our male and female employees in similar roles within our permanent workforce, ie office staff and both female and male staff in sales roles are in receipt of bonus.

Male and female internal sales staff have equal opportunity to earn bonus and it is paid at the same levels. Bonus payments for temporary staff is dependent on our clients' payment of bonus, but would apply to staff equally both male and female

The following figures are inclusive of all employees, both permanent and temporary staff on assignment with our clients

Mean gender pay Gap: -19.7%

On average women are paid 19.7% higher than men

The differences are due to the small ratio of women to men in the temporary worker payroll, however there are more highly paid women in the staff payroll. This skews the results

Median Gender pay gap: -10.5%

Mean bonus pay gap : -180.3%

Median Bonus pay gap: -575%

Proportion of males and females receiving bonus:

11.83 % of men receive a bonus

27.27 % of females receive bonus

Bonuses are distorted by a combination of factors.

Only a few people receive bonus, however the majority of men receiving bonus are on the temporary worker payroll. Women receiving bonus are on the staff payroll and the levels of bonus received are significantly higher.

Upper Quartile

Of employees in this quartile 80.9% are men and 19.1% women

Upper Middle Quartile

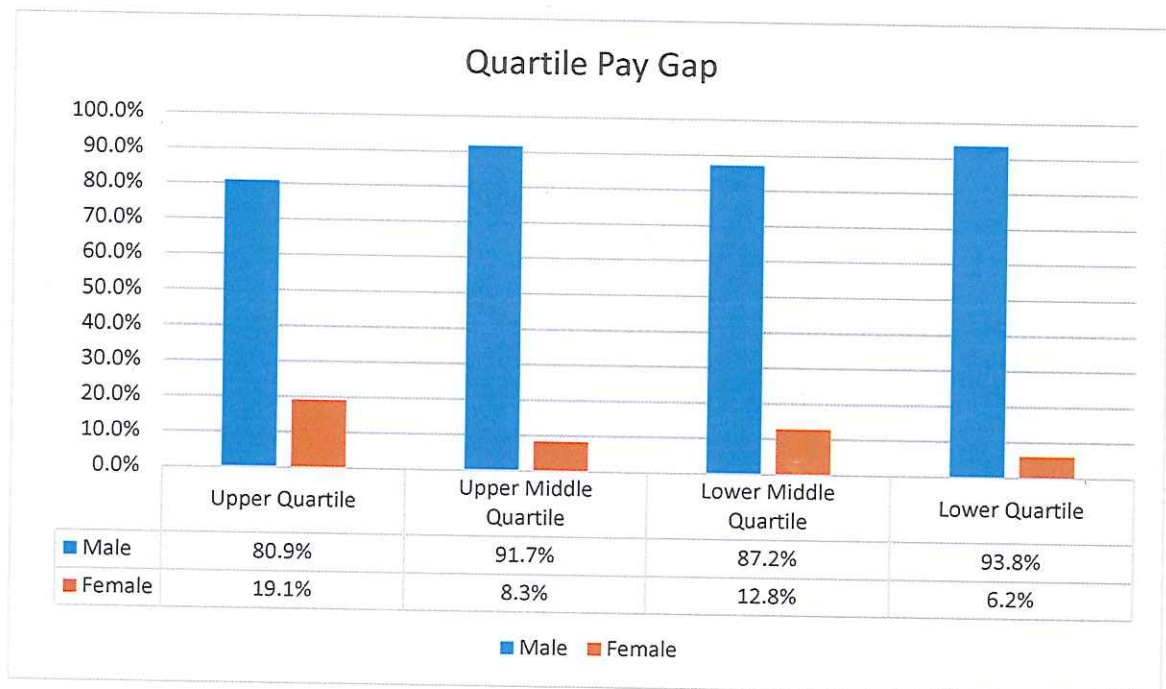
Of employees in this quartile 91.7% are men 8.3% are women

Lower Middle Quartile

Of employees in this quartile 87.2% are male 12.8% female

Lower Quartile

Of the 103 employees in this quartile 93.8% are men 6.2% women



This statement was prepared by Tom Brooke

Managing Director

Staff 365 Recruitment Solutions Limited

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