



Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Submission of this data marks the second year of the report and involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2018.

We can 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.

As the oldest independent recruiter in the North East with over 40 years of industry expertise, Central Employment strongly believes in equality, diversity and inclusion in all areas, including pay.

This report, in accordance with the legislation, shows the average earnings across all levels of the organisation for all PAYE workers. For a staffing business like ours, this means that as well as corporate staff data we have also included data regarding the temporary workers that we place with our clients, although we have no control over their pay rates. As a result of this 95% of our data for the reporting period has been collated via our temporary workers that we place with our clients.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting Central Employment Agency (North East) Limited.

You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay

Hourly pay of employees paid for period within snapshot date of 5th April 2018:

Mean	Male – Female	5.50%
Median	Male – Female	5.89%

This data shows that females are paid 5.5% less than males using the mean calculation, and 5.89% less than males using the median. This data includes all our temporary workers that we place with our clients. As a result of this, we do not have the final say on the selection process and rate of pay for many placements. Although this final decision is not made by Central Employment, we ensure the proposed candidates for each role are of the highest quality we can offer with no bias towards gender.

The Office for National Statistics found the gender pay gap for full-time workers to be entirely in favour of men for all occupations, however Central Employment's gender mean pay gap is just 5.5% across all occupations.

Bonus pay - 12 months to April 2018:

Mean	Male – Female	68.4%
Median	Male – Female	37.4%

This data shows that females bonus pay is 68.4% less than males using the mean calculation, and 37.4% less than males using the median.

Proportion of Males & Females receiving a bonus. Males: 11.7% Females: 15.3%

Bonus earnings are based on individual performance and are structured in the same manner based on seniority or type of role. The difference in bonus earnings can be predominantly attributed to factors such as having more males in senior management & commission-based positions where, based on individual performance rewards tend to be higher. Bonus payments are also rewarded to temporary workers we employ at request of the client. Once again, we do not have final say over which staff receive these but are delighted they meet the expectations of our clients so one can be rewarded.

One area where we can show our actions and intentions to reduce the gender pay gap is with our internal, corporate hires. Careful thought is put into all new hires with markets allocated to give new starters of all levels the greatest possible opportunity to succeed! In addition, Central Employment recognises that different people have different talents. As a result, we have a variety of roles from Candidate focused Account/Delivery Consultants through to the more traditional 360° roles.

As with any sales organisation success comes with rewards. At Central Employment we pride ourselves in our low attrition rates which we attribute to the high level of investment placed on our Consultants; through our incentives and commission scheme.

Through offering structured development, qualifications in recruitment, ongoing professional development, career progression opportunities, individual performance-based commission, flexible

working, flexible benefits and much more, we truly believe in the power of equal opportunities for all.

We are proud to have diversity at the heart of what we do. From our flexible working, flexible benefits, enhanced maternity and paternity pay, excellent training & development, accredited apprenticeship programme, structured career paths and more. We will continue to improve these areas, with particular focus on adopting a more agile and flexible approach to work.

As members of the Equality Standard North East since 2015 Central Employment Agency embraces diversity and will seek to promote the benefits of diversity in all of our business activities. We will seek to develop a business culture that reflects that belief. We will seek to widen the media in which we recruit to ensure as diverse an employee and candidate base as possible. We will strive to make sure that our clients meet their own diversity targets.

“We are fully committed to continue promoting our equality and diversity programmes, and ensuring we offer equal opportunities for everyone. We pride ourselves on our internal promotion rate, our training & development programmes and the opportunities we offer everyone for a rewarding career.”

Mark Trett - Director

	Male No.	Female No.	Total	Male %	Female %
Lower Quartile	62	43	105	59.0%	41.0%
Lower Middle Quartile	83	22	105	79.0%	21.0%
Middle Quartile	88	17	105	83.8%	16.2%
Upper Quartile	76	29	105	72.4%	27.6%

Further details about how we intend to tackle our gender pay gap can be found by:

- Contacting our HR department
- Looking at our company handbook or website



Signed: Director