

Employee Communication: Gender Pay Gap Reporting 2021

We are 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; it will not involve publishing individual employees data.

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. Whilst it is a legal duty to report on the Gender Pay gap as a business, it is also an area we have a vested interest in, particularly the elimination of any gender pay gap.

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

This report, in accordance with the legislation, shows the average earnings across all levels of the organisation for all PAYE workers. For a recruitment 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. Out of a total 344 staff, 88.37% of our data for the reporting period relates to temporary workers that we place with our clients, with only 11.63% relating to our internal staff who we have the most direct control over in regards to pay rates and bonuses.

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 2020:

Mean	Male – Female	24.83%
Median	Male – Female	20.86%

This data shows that females are paid 24.83% less than males using the mean calculation, and 20.86% less than males using the median. This data includes all of our temporary workers that we place with our clients as well as our internal staff.

Comparing these figures to the last time we reported on the Gender Pay Gap, these results have regrettably deteriorated. Since 2018, our gender pay gap has increased almost 5-fold. It is evident that there is more to be done to reduce the gap. However, despite these results there are numerous factors that have led to these results, most out of our control.

Covid-19

2020 was a year of unprecedented changes in the labour market and the snapshot date for this year's Gender Pay Gap report was just as the first lockdown was introduced, therefore the results will have been heavily influenced by the impact of the pandemic. Even by comparing the total staff members from 2018 to 2020, staff numbers were down 18.10% despite being a growing business. This is particularly important because at the reporting date, a number of businesses had to stop trading due to the lockdown, whereas more commercially based roles were able to continue by working from home. Thus, this year's results omit clients previously included, leaving higher paid positions with more variances due to different skill grades. Without comparing like-for-like positions, it is unclear on any real gender pay gaps.

Pay Rates of Temporary Staff

Central Employment is proud to have such a wide-ranging client portfolio across several different industries. However, when reporting on the Gender Pay Gap this plays a large factor on the results. Central Employment has limited, if any, influence on the pay rates of temporary staff with these being left to decide by the client. Again without comparing like-for-like job roles, it is difficult to calculate any real pay gap.

Bonus pay - 12 months to April 2020:

Mean	Male – Female	-9.46%
Median	Male – Female	-931.3%

The data suggests that the bonuses female staff members receive is 9.46% higher than males using the mean calculation, and 931.30% more using the median calculation. Whilst the figures suggest women earn higher bonuses, the data fails to illustrate that out of 344 members of staff, 75% are male. Thus, there is a higher range of bonuses than for women. Therefore, the median bonus of male employees is significantly lower than for female employees.

As with pay rates, Central also has no influence on which of its temporary workers receive bonuses from its clients, if any, and at what percentage they are offered. Therefore, without looking solely at internal staff member's bonuses, the results will always be skewed leading to some inaccuracy.

Proportion of Males & Females receiving a bonus. Males: 17.10% Females 11.60%

Central offers commission-based bonuses for its sales staff. The commission structure Central offers is fair and non-discriminatory. However, these results illustrate that a higher number of males are in commissioned based roles as well as senior management. This could partly be due to the longer serving members of staff being male, therefore holding more experience than female staff members and thus being able to earn higher commission.

As previously mentioned, Central Employment only has direct control over 11.63% of its staff, specifically those hired internally. Within this group, we take pride in investing in our staff through a number of ways, something that has led to high retention rates of our staff. Eventually, with these high retention rates and the investment we put into all our staff, the gap should hopefully reduce.

"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

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