

# Employee Communication: Gender Pay Gap Reporting 2022

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 employee's data.

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 336 staff, 91.07% of our data for the reporting period relates to temporary workers that we place with our clients, with only 8.93% relating to our internal staff who we have the most direct control over in regard 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](http://www.acas.org.uk/genderpay)

## Hourly pay of employees paid for period within snapshot date of 5<sup>th</sup> April 2021:

Mean	Male – Female	8.43%
Median	Male – Female	-21.47%

## Hourly pay of employees paid for period within snapshot date of 5<sup>th</sup> April 2020:

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

The 2021 data shows that females are paid 8.43% less than males using the mean calculation, and 21.47% more 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. Whilst the median average suggests that female workers earned more than males, the higher proportion of male staff to female (234 males to 102 females) would suggest a smaller range for female employees, thus a higher median average.

The higher proportion of males is expected given that Central Employment's client portfolio predominantly consists of minimum wage Industrial, Manufacturing and Automotive roles; industries that are heavily male dominated. However, all of our client pay rates are non-discriminatory on gender, offering equal hourly pay rates regardless of gender.

Comparing these hourly figures to the last time we reported on the Gender Pay Gap, there has been significant improvement of 66.05% when using the mean average, and 200% increase when using the median average. Overall, female workers' wages were more aligned with male workers' wages in 2021 than in 2020 and our objective to reduce the gap is being met.

When looking at the percentage of women and men in each quartile, there has also been an improvement. Although the upper quartile still has a higher percentage of men than women (84.5% to 15.5% respectively), these figures have improved since 2020 suggesting progress has been made. Although it is difficult to guarantee future progress in this quartile for female candidates placed with our clients, it is likely there will be continuous improvement in this area at least for our internal staff, following continuous development and promotions of female staff.

**Bonus pay - 12 months to April 2021:**

<b>Mean</b>	<b>Male – Female</b>	<b>17.57%</b>
<b>Median</b>	<b>Male – Female</b>	<b>12.70%</b>

**Bonus pay - 12 months to April 2020:**

<b>Mean</b>	<b>Male – Female</b>	<b>-9.46%</b>
<b>Median</b>	<b>Male – Female</b>	<b>-931.3%</b>

As well as the improvements illustrated within the hourly rates, the gap between bonus payments between male and female staff has also reduced and thus, improved. Although on first glance this may not be reflected due to the median average of female workers receiving a bonus dropping from £1,237.50 to £542.80, the percentage of female employees receiving a bonus has increased from 11.6% to 19.6% which should be considered an improvement. Despite the data suggesting the gap has been reversed when comparing results to 2020, the monetary value of bonuses are more aligned than illustrated in the previous year with a smaller gap of 12.70%.

As with pay rates, Central Employment 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 waved leading to some inaccuracy.

**Proportion of Males & Females receiving a bonus. Males: 35.70% Females 19.60%**

It is difficult to fairly report on bonus figures because not all staff members work on commission-based roles. Those that do, however, follow a fair and non-discriminatory commission policy. Nevertheless, the percentage of females receiving a bonus has increased since 2020 and thus improved.

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. However, despite this, the rates used for our temporary staff placed at our clients are non-discriminatory on gender.

As previously mentioned, Central Employment only has direct control over 8.93% 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 even further.

“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