



## Contract Personnel Limited Gender Pay Gap Annual Report Snapshot Date 5 April 2019

Contract Personnel Limited are an Employment Business and our calculations therefore include our Permanent in-house workforce (41) and our Temporary workforce (370).

We operate in the Driving, Industrial, Engineering, Catering and Commercial Sectors.

### Mean Hourly Pay Differences

	Full Pay Employees
All	£9.01
Female	£9.66
Male	£8.64
<b>Pay Gap</b>	<b>-11.7%</b>

Whilst the results show a pay gap between males and females, this is due to the higher proportion of females at the date of the snapshot in Senior positions internally.

### Median Hourly Pay Differences

	Full Pay Employees
All	£8.21
Female	£8.21
Male	£8.21
<b>Pay Gap</b>	<b>0%</b>

The high volume of workers we supply in the Industrial Sector are paid at the National Living Wage rates which the Median 0% pay gap shows.

### Total Distribution of Male and Female Employees by Hourly Pay Quartile

	Lower	Low Middle	Upper Middle	Upper
	%	%	%	%
Female	32%	33%	44%	39%
Male	68%	67%	56%	61%

The Lower and Low Middle Quartiles are made up of the high volume of workers who work in the Industrial Sector and being paid the National Living Wage rates.

The Upper Middle Quartile and Upper Quartile is where the temporary workforce of the higher paid Sectors fall (Driving/Skilled) along with our Internal Consultants, Administrators, Payroll Staff, Accounts Staff, Senior Management and Directors.

### Mean Bonus Difference

	Mean Bonus	Number Receiving a Bonus	% Bonus Distribution
Female	£2,730.41	25	17%
Male	£3,877.42	10	4%
<b>Pay Gap</b>	<b>29.6%</b>		

### Median Bonus Difference

	Median Bonus	Number Receiving a Bonus	% Bonus Distribution
Female	£838.65	25	17%
Male	£2,548.17	10	4%
<b>Pay Gap</b>	<b>67.1%</b>		

The pay gap differences showing in the Mean and Median Bonus Payments are due to the following factors:-

- Bonus payments are achieved by males and females working in sales positions equally, however the amount of the bonus will depend on the success of the sector they are working on and achieving targets
- Whilst a higher number of females were paid a bonus, there are 12 who do not work in sales positions and their bonus payments are therefore not calculated in the same way. This affects both the average amount of bonus and the median calculations. Only 1 of the 10 males who received a bonus is in a non-sales role therefore having less impact on the average and the median.

**Summary:-**

- The **Mean** hourly full pay gap is **-11.7%** in favour of the female workforce and the **Median** hourly full pay gap is **zero** favouring neither the male or female workforce
- The **Mean** bonus pay gap is **29.6%** and the **Median** bonus pay gap is **67.1%** - both in favour of the male workforce.
- **4% of all relevant males** and **17% of all relevant females** received a bonus payment in the twelve months preceding the snapshot date of 5 April 2019

Further analysis of the data did not show any underlying concerns regarding pay gaps and Contract Personnel believes that across both the temporary and permanent workforce that men and women are paid equal amounts for doing equivalent jobs across our business.

Contract Personnel operate equally and fairly in their selection processes for both temporary and permanent recruitment.



**SARAH EDWARDS  
DIRECTOR**

**31 January 2020**