



Contract Personnel Limited Gender Pay Gap Annual Report Snapshot Date 5 April 2017

Contract Personnel Limited are an Employment Business and our calculations therefore include our Permanent in-house workforce (36) and our Temporary workforce (325).

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

Mean Hourly Pay Differences

	Full Pay Employees
All	£10.08
Female	£8.99
Male	£10.72
Pay Gap	16%

Of the four Sectors we operate in, the Driving and Industrial are our largest Sectors. There is a shortage of professional drivers across the industry generally (both male and female) and the driving sector is male dominated. Pay rates are higher in this sector due to the licence's and qualifications that are required to undertake driving assignments, along with the ongoing training requirements. There are also a higher number of male workers in the industrial sector and internally 7 of the 9 males were in Senior positions.

Whilst the results show a pay gap between males and females, this has arisen due to the higher proportion of males in certain industry sectors and pay rates are the same whether a male or female is carrying out the role.

Median Hourly Pay Differences

	Full Pay Employees
All	£7.50
Female	£7.50
Male	£7.50
Pay Gap	0%

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	
	Number	%	Number	%	Number	%	Number	%
Female	45	40%	46	41%	15	31%	28	31%
Male	66	60%	66	59%	33	69%	62	69%

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 Sector fall (Driving) along with our Internal Consultants, Administrators, Payroll Staff, Accounts Staff and Senior Management.

Mean Bonus Difference

	Mean Bonus	Number Receiving a Bonus	% Bonus Distribution
Female	£2,587.49	25	19%
Male	£4,718.62	9	4%
Pay Gap	45%		

Median Bonus Difference

	Median Bonus	Number Receiving a Bonus	% Bonus Distribution
Female	£1,130.78	25	19%
Male	£3,425.66	9	4%
Pay Gap	67%		

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 9 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 9 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 **16%** in favour of the male workforce and the **Median** hourly full pay gap is **0%** in favour of neither the male or female workforce
- The **Mean** bonus pay gap is **45%** and the **Median** bonus pay gap is **67%** - both in favour of the male workforce.
- **4% of all relevant males and 19% of all relevant females** received a bonus payment in the twelve months preceding the snapshot date of 5 April 2017

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**

4 December 2017