



Gender Pay Gap Report – 5 October 2021

Response Recruitment Ltd is 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.

We 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.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings.

The results were as follows (previous year's figures in brackets): -

- The mean gender pay gap was 0.2% (-0.5%)
- The median gender pay gap was 0.0% (0.0%)
- The mean bonus gender pay gap was 19.3% (64.9%)
- The median bonus gender pay gap was -2750% (-58.8%)
- The proportion of males receiving a bonus payment was 3.4% (1.3%)
- The proportion of females receiving a bonus payment was 1.7% (0.9%)
- The proportion of males and females in each quartile pay band were as follows:
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	<u>MALE</u>	<u>FEMALE</u>
Upper quartile	59.6% (79.2%)	40.4% (20.8%)
Upper middle quartile	58.3% (53.7%)	41.7% (46.3%)
Lower middle quartile	66.1% (53.7%)	33.9% (46.3%)
Lower quartile	64.9% (59.3%)	35.1% (40.7%)



Response Recruitment Ltd is an employer with a negligible mean pay gap and a zero median gender gap. The difference between male and female hourly rates was so small it was barely significant at 0.2%.

The number of females in the upper quartile almost doubled to 40.4% compared to 20.8% the year before and the number of females in the lower 2 quartiles reduced significantly.

The gap in our mean bonus gender pay was reduced significantly from the previous year, now standing at 19.3% as opposed to 64.9% the year before. The medium bonus gender pay gap was a large negative figure thus in favour of females.

There was only a very small difference between the number of males and females receiving bonus payments, the difference being 1.8%.

We have a larger male workforce than female but in all quartiles the pay was more or less equal.

We identified that as an agency we have more males register with us for work than females although all our advertising is always aimed at both genders.

We have successfully managed to bridge the gap in the mean bonus gender pay although there is still a bit more to achieve in this area. We aim to try and increase the number of female employees responsible for new business and servicing existing contracts when vacancies arise which will help bridge that gap further. However, this part of our business is so small by comparison to the rest that one bonus payment can alter the figures substantially either way.

I can confirm that this statement and the published information is accurate.

Signed:

John Devine

Appropriate Person (Managing Director)
Response Recruitment Ltd