

Our Gender Pay Gap Report

(Published March 2018)



About Us

We are a longstanding recruitment agency based in the heart of the West Midlands and specialise in finding local jobs for local people. As a member of the Recruitment and Employment Confederation, we are committed to ensuring equality throughout our entire workforce. The gender pay gap is certainly prevalent within the recruitment industry and we are constantly reviewing changes within the labour market, especially common trends in which affect gender, ethnicity and disability.

Working within the recruitment industry our policies and practices in place are heavily reliant on UK and EU law to ensure our compliance as a business. We acknowledge that the Equal Pay Act has been in place since 1970 and equal pay for men and women has been illegal for many years. However we understand the importance of ensuring that the people we employ are paid fair wages regardless of any characteristics covered under the Equality Act 2010.

We place 100's of people into work each year, so we are well aware that there are industries out there that attract more workers of a certain gender. We recognise that we may have little control over this and the nature of the labour market, however we will strive to encourage diversity wherever possible.

Despite this a publication created by the Government (Gov.uk) suggests that the UK Gender pay gap is at its lowest level ever – just over 18 per cent'. This connotes that there is an active progression towards closing the gender pay gap across the nation.

Our Gender Pay Gap Results

Lower Quartile

Female	30%
Male	70%

Lower Middle Quartile

Female	34.4%
Male	65.6%

Upper Middle Quartile

Female	26.6%
Male	73.4%

Upper Quartile

Female	21.3%
Male	78.7%

Mean Gender Pay Gap

-3.4%

Median Gender Pay Gap

0%

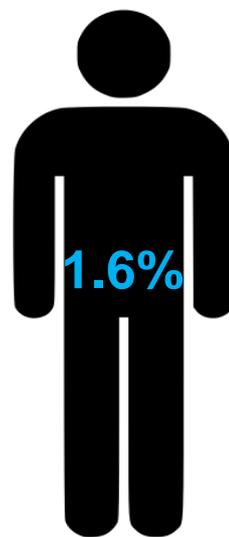
Mean Bonus Gender Pay Gap

7.2%

Median Bonus Gender Pay Gap

18.1%

Proportion of males and females receiving a bonus:



The Significance of Our Gender Pay Gap Report

As an agency we acknowledge that our gender pay gap results may not be a true representation of us as an organisation, due to the fact it combines all of our agency workers and our permanent staff. Therefore the scope is very limited as our agency workers work for many different clients. This would then illustrate that it may not be an actual pay gap, if a woman was to work at one organisation as the same role as a man at another organisation.

In line with the Agency Workers Regulations and our company practice, all of our temporary workers are paid at the same rate regardless of gender at the salary confirmed by the relevant client (this will always be at least the National Minimum/Living Wage). We also recognise that it therefore does not provide us as an organisation with a true report for our permanent members of staff. At the snapshot date of the 5th April 2017, we had a permanent staff workforce predominately made up of women, however the report overall projects that we had more male workers than female due to the addition of agency workers on our payroll. Therefore our mean gender pay gap has resulted in a negative pay gap of -3.40%.

In terms of bonus payments, we also recognise that this will wholly consist of our permanent members of staff, as it is a rarity that our temporary staff workforce receive bonuses on top of ordinary pay. We understand that there is a pay gap between bonuses paid to men and women and this is something we vow to look into further. There is an obvious pay gap in terms of bonus pay, the possible reason for this may be because the majority of males within our permanent staff workforce have commission based roles. In terms of the proportion of men and women receiving bonuses this again is not a true representation. As we have had to include our temporary staff workforce, which we have a higher proportion of employed males, we believe that this has caused the proportion of bonuses earned by male employees to convey results significantly lower than females.

The gender pay gap results published within our statement are accurate to the best of our knowledge and these calculations have been reviewed by the Managing Director of Owen Payne Recruitment Services Limited.

Name: Lisa Laxell

Date: 28.3.18

Position: MANAGING DIRECTOR



Future Action Plan

In order to restrict anomalies in our future gender pay reports and for us to ensure that we close any true gap in salary/bonus schemes, we will strive to ensure an action plan is put into place to create additional reports for agency workers and permanent members of staff.

We notice that our temporary staff workforce is predominately male, so we will explore how we can attract more female agency workers into our organisation. On the other hand our permanent staff workforce is made up of a higher female to male ratio, therefore we will need to look at attracting more male employees in the future.

As an equal opportunities employer we believe in selecting the right person for the job regardless of any other characteristics. Due to the effects of a tight labour market at the moment this will be quite a challenge to overcome, however this is part of our long term plan.

It would be difficult to assume that our clients would systematically change pay boundaries to match similar roles in other local organisations, other than the agency workers regulations in place. We believe it would be so much more beneficial to organisations to account for the agency workers placed on their sites, to ensure rates of pay are fair in association with the equality act. This is something we will strive to encourage our clients to take into consideration when looking into their own gender pay gap reports.

In regards to our permanent staff, we will look into setting salary boundaries for different roles within our organisation, this will include any pay increases, introductions to bonus schemes or new employees. This way we can ensure that all of our staff receive equal and fair pay for their skills, experience and the ability to do the role in question, regardless of any other factors.

Conclusion

Completing our gender pay gap report has made us aware that equality concerns so many other factors other than gender. We will continue to strive to ensure fair treatment and fair pay for all of our workers. The Government Equalities Office published a report on closing the Gender Pay Gap in 2016. Within this report it established further development plans to assist women in particular, such as progressing the right to flexible working and looking into the wider context of shared parental leave to include grandparents. This then confirms that the Government are supporting businesses such as Owen Payne Recruitment in closing the Gender Pay Gap.

External References Used Within This Publication

UK Gender Pay Gap - GOV.UK . 2018. *UK Gender Pay Gap - GOV.UK* . [ONLINE] Available at: <https://www.gov.uk/government/news/uk-gender-pay-gap>. [Accessed 14 March 2018].

Closing the Gender Pay Gap - GOV.UK . 2018. *Closing the Gender Pay Gap - GOV.UK* . [ONLINE] Available at: <https://www.gov.uk/government/consultations/closing-the-gender-pay-gap>. [Accessed 14 March 2018].

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