

Our Gender Pay Gap Report

(Published April 2019)



About Us

We are a well-established Recruitment Agency based in the heart of the Black Country and specialise in finding local jobs for local people.

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, including those 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.

Working within the Recruitment Industry we recognise that closing our Gender Pay Gap is a challenging task. We recognise that compiling our reports to include both permanent and temporary members of staff may cause our pay gap figures to fluctuate. We are however committed to work with our report figures in order to enable change where possible.

Our Gender Pay Gap Results

Lower Quartile

Female 34.7%

Male 65.3%

Lower Middle Quartile

Female 36%

Male 64%

Upper Middle Quartile

Female 35.5%

Male 64.5%

Upper Quartile

Female 22.4%

Male 77.6%

Mean Gender Pay Gap

3.5%

Median Gender Pay Gap

0.8%

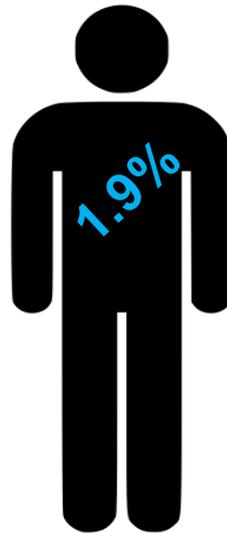
Mean Bonus Gender Pay Gap

39.4%

Median Bonus Gender Pay Gap

62.9%

Proportion of males and females receiving a bonus:



The Significance of Our 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 within one report.

Therefore we recognise that the scope is very limited as our agency workers work for many different clients with an array of different pay rates and industries alike.

We also understand 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 2018, 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.

Compared to our previous Gender Pay Gap Report we have however now noticed a slight change in our mean pay gap, changing from a negative mean pay gap to a positive of 3.5%. We have little control over the pay rates our clients ask us to pay a worker, coincidentally during this period there may have been slightly more males out working in higher paid roles or perhaps more males working within predominately male industries, in which would cause the pay gap to widen.

In terms of bonus payments, we also recognise that this will almost 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.

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 figures published within our statement are accurate to the best of our knowledge and abide by the regulations in place. These calculations have been reviewed and approved by the Managing Director of Owen Payne Recruitment Services Limited.

Lisa Lovell 02.04.2019

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. This can however be difficult to encourage if there is a lower female workforce looking for a particular role when filling vacancies for our clients. 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 and with industry struggles concerning Brexit this will be quite a challenge to overcome.

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.

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. ONS published a report illustrating the average Mean Pay Gap Figures for 2019 is 17.9%. Reviewing our mean pay gap against the national statistics for the UK, we feel that although we do have a pay gap, that ours is considerably lower than this and therefore more manageable.

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