

Our Gender Pay Gap Report

(Published April 2024)



About Us

Established in 1999, we are recruitment business based in the heart of the Black Country and currently supply workers throughout the UK only.

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 a considerable volume 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 also recognise that we 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. By compiling our reports to include both permanent and temporary members of staff cause, our pay gap figures to show an untrue representation of pay distribution. This is mainly due to the fact that we are a almost wholly female led business (permanent staff), which in turn distorts our results overall. We are however committed to work with our report figures in order to enable change where possible.

Our Gender Pay Gap Results

Lower Quarter

Female **37.32%**

Male **62.68%**

Lower Middle Quarter

Female **31.82%**

Male **68.18%**

Upper Middle Quarter

Female 26.87%

Male 73.13%

Upper Quarter

Female 51.52%

Male 48.48%

Mean Gender Pay Gap

-1.62%

Median Gender Pay Gap

0%

Mean Bonus Gender Pay Gap

-96%

Median Bonus Gender Pay Gap

-200%

Proportion of males and females receiving a bonus:

Female

31.95%

Male

11.83%

The Significance of Our Report

As an agency we acknowledge that our gender pay gap results will 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.

We also understand that it therefore does not provide us as an organisation with a true report for our permanent members of staff, especially as the majority of our permanent workforce are female, including those within management/bonus led roles. At the snapshot date of the **5th April 2023**, we had a permanent staff workforce predominately made up of females, however a temporary staff workforce which was predominately male led. In this case we found the majority of males dominated the three lower quarters, with the National Minimum Wage rate being present in both the Lower and Lower Middle Quarters and the higher percentage of females being within the Upper Quarter (most likely being our female members of permanent staff). Due to this reasoning our mean gender pay gap result reports a negative figure.

The median gender pay gap results do not portray a pay gap; this could be due to a range of factors. The factor we believe to be most obvious is the majority of more males being employed than females overall. Another factor could be due to the male/female distribution being more balanced within our client industries at the snapshot date, resulting in people across the board being at the same pay rate. 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, so regardless of our results this will not show a true representation.

In terms of bonus payments, we also recognise that this mostly consists of our permanent members of staff who are female, as it is not a common occurrence for our temporary staff workforce receive bonuses on top of ordinary pay.

In light of this, our results display a negative pay gap in terms of bonus pay during the relevant pay period. This again is something we have little control over as it includes all workers, and our clients make the decision on whether a bonus payment is to be processed for our agency workers.

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 03.04.2024

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 seek further support on reporting for our own knowledge/internal use.

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 extremely challenging, if for example 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, and we have been seeking methods of attracting more male employees in the future.

As an equal opportunity 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 following Brexit, this has become more of a challenge than ever to ensure fair distribution wherever possible.

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 and Agency Worker Regulations. 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, and that we will continue to strive to ensure fair treatment and fair pay for all of our workers.

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