REED

Reed Staffing Services Ltd

2019 Gender Pay Gap Report

REED is the UK's #1 recruitment agency and we offer our PAYE temps a market leading benefits package which includes a range of insurance products, a healthcare plan with optical and dental cover, and discounts with thousands of retailers.

Our values are at the core of everything we do. We are fair open and honest, we take ownership and we work together. Our Co-Members are passionate about helping the world love Mondays, and our purpose is "Improving Lives Through Work".

Every year, our values and our purpose drive our Co-Members to help thousands of people find Temporary, Permanent and Contract job roles, playing a key role in the UK job market and wider economy. REED seeks to promote diversity, not only among our Co-Members, but also among our clients and candidates as an equal opportunities employer.

In this report, we outline the gender pay gap and bonus pay gap for Reed Staffing Services (RSS). This is the legal entity through which we payroll temporary workers on behalf of our clients. Although we are required to report on the gender pay gap within RSS, we do not have control over their rate of pay or bonuses, as this is set by our clients.

I can confirm that the results declared in this report are accurate as at the snapshot date of 5th April 2019. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ian Nicholas.

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Chief HR Officer

What is the Gender Pay Gap...

In 2017, all organisations in the UK with 250 or more employees had to begin reporting their gender pay gap. We are required to report on a snapshot date of 5th April each year.

Gender pay is different to equal pay

The gender pay gap is the percentage difference between men's and women's average hourly earnings across the whole organisation.

Equal pay measures whether men and women are paid the same for doing the same job.

Mean

The mean gender pay gap is the difference between the average hourly rate of pay for women compared with men. It is determined by adding up all the hourly pay rates for each gender, and dividing the total by the number of employees in that gender.

Median

The median gender pay gap is determined by ranking the hourly rates of pay for men and women from lowest to highest. You then take the middle number for both ranges, and calculate the difference.

Our Results

Gender Pay Gap

Median 0.3% The median pay of men is 0.3% higher than that of women

Mean -2.0% The mean pay of women is 2.0% higher than that of men

Bonus Pay Gap

65.6% The median bonus pay of men is 65.6% higher than that of women

44.3% The mean bonus pay of men is 44.3% higher than that of women

Proportion of Employees Receiving a Bonus

5.0% of men | 7.5% of women 5.0% of all men and 7.5% of all women received bonus pay

Proportion of employees in each pay quartile

The quartiles are derived from ranking all relevant employees from lowest to highest hourly pay and splitting the workforce into four equal parts. We then calculate the proportion of women and men as a percentage of total employees in that pay quartile.

UPPER QUARTILE
Male 32.7%
Female 67.3%

UPPER MIDDLE QUARTILE
Male 39.2%
Female 60.8%

LOWER MIDDLE QUARTILE
Male 36.6%
Female 63.4%

LOWER QUARTILE
Male 32.8%
Female 67.2%