

OPPORTUNITY

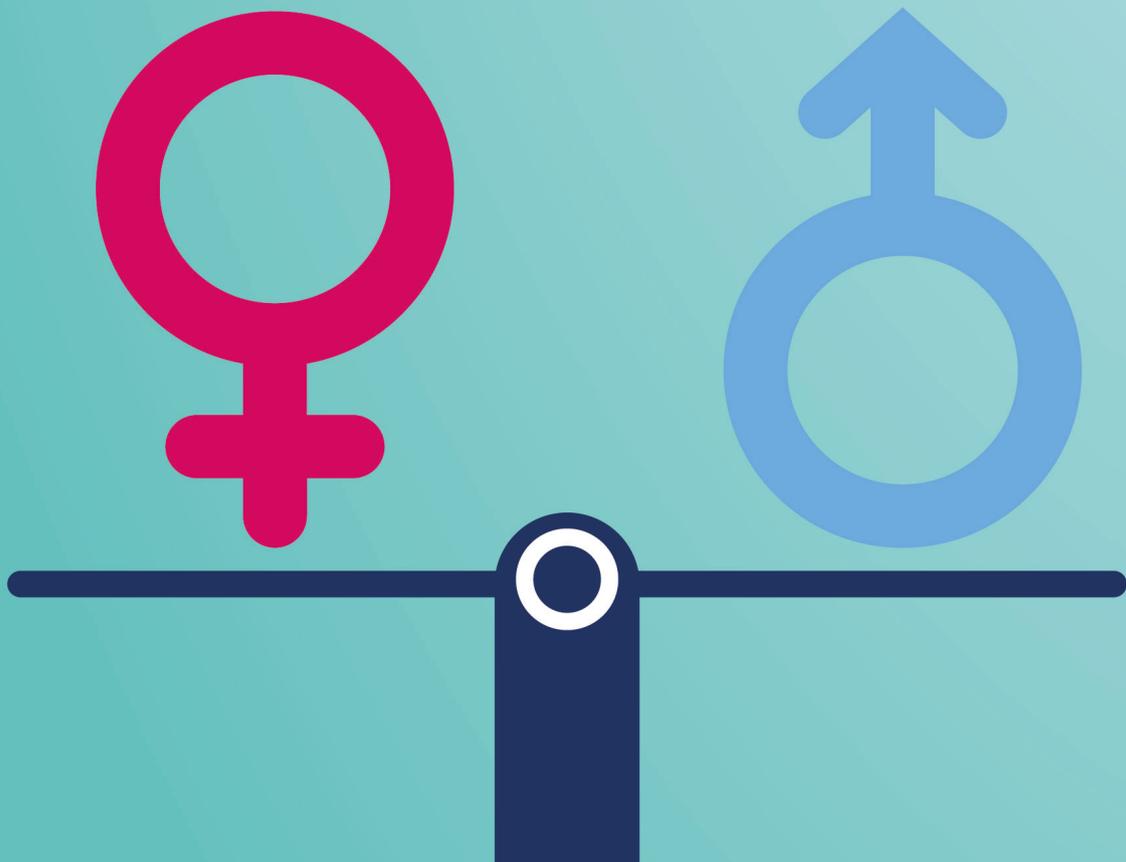
IS AROUND THE CORNER



Riverside
recruitment

GENDER PAY GAP REPORT

APRIL 2018



www.riversiderecruitment.co.uk

WHO ARE WE?

Riverside Recruitment specialises in finding both temporary and permanent roles in the industrial distribution, engineering, professional and commercial sectors.

Since 2015 Riverside Recruitment has been part of the Pertemps Network Group. Starting off life in 1961, Pertemps has grown to become the UK's largest independent recruitment company in the UK.

We believe everyone should be given equal opportunities regardless of gender. We are proud to offer fair, unbiased pay to all our employees and are committed to fairness, equality and inclusion in the workplace.

We aim to attract and retain the best talent, enhance employee satisfaction and reward

high achievers. To support this, we make sure our pay is gender neutral. Pay is based on an employee's job role and experience. No other influences, such as gender, are relevant.

It is important to understand the difference between equal pay and the gender pay gap. Equal pay issues occur when men and women are paid differently despite having the same responsibilities.

The gender pay gap is a more complex issue that compares the average earnings of men and women in the same organisation, shown in a percentage format. By monitoring the gender pay gap, organisations can act to reduce it.

We are proud of our diverse workforce and of our employees who inspire and motivate one another every day.

2017 GENDER PAY GAP REPORT

Although Riverside Recruitment Ltd have a relatively small permanent team in our office located in Carlisle, due to the size of our temporary workforce we are obliged to report the Gender Pay Gap and have used the calculation requirements set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This means that our figures are representative of both our permanent staff and contingent workforce who work on assignment for our clients. As an employment business we adhere to relevant legislation including the Agency Workers Regulations 2010.

As at 5th April 2017, Riverside Recruitment Ltd had a mean pay gap of 9.1% and a median pay gap of 15.7%. Our pay quartiles show a higher percentage of male to female in each area which can be attributed to the varied industrial sectors into which we supply within the labour market. Roles within these sectors are primarily undertaken by men and are underrepresented by females.

The bonus figures show that 0.9% of men received a bonus and 7.7% of females received a bonus however these figures are somewhat distorted as they are based on both permanent and contingent numbers. When reviewing the bonuses of permanent staff however, 50% of males received a bonus and 72.7% of females received a bonus. Although more females received a bonus than males the mean and median differences are due to a higher number of females engaged in lower level jobs where bonus payments are lower than those in higher level jobs. Bonuses are purely reflected on performance within the business.

GENDER PAY GAP MONITORING AND REVIEW

Whilst we will continue to monitor our Gender Pay Gap, Riverside Recruitment Ltd will continue to make every effort to recruit a diverse range of people and are fully committed to equality in the workplace.

As Group HR Director, I can confirm the information contained herein is accurate.



Tracy Evans

DIFFERENCE IN HOURLY RATE



WOMEN'S MEAN HOURLY RATE IS 9.1% LOWER THAN MEN'S

In other words when comparing mean hourly rates, women earn 91p for every £1 that men earn.



WOMEN'S MEDIAN HOURLY RATE IS 15.7% LOWER THAN MEN'S

In other words when comparing median hourly rates, women earn 84p for every £1 that men earn.

WHO RECEIVED BONUS PAY



DIFFERENCE IN BONUS PAY



WOMEN'S MEAN BONUS PAY IS 45.1% LOWER THAN MEN'S



WOMEN'S MEDIAN BONUS PAY IS 52.4% LOWER THAN MEN'S

PROPORTION OF WOMEN IN EACH PAY QUARTILE

