

**At Forde Recruitment we believe in a creating a diverse and gender balanced workforce.**

<i>Difference between men and women</i>	<b>Mean average</b>	<b>Median middle</b>
<b>Gender Pay Gap</b>	<b>2.1%</b>	<b>0%</b>
<b>Gender Bonus Gap</b>	<b>-5.2%</b>	<b>38.4%</b>

Forde Recruitment is confident that our gender pay gap is not a pay issue. The pay gap is driven by the structure of the workforce.

Our mean gender pay gap of 2.1% when including full time and part time workers is significantly below the national average of 17.9%. This figure has swung from -17.5% in last years reported figures.

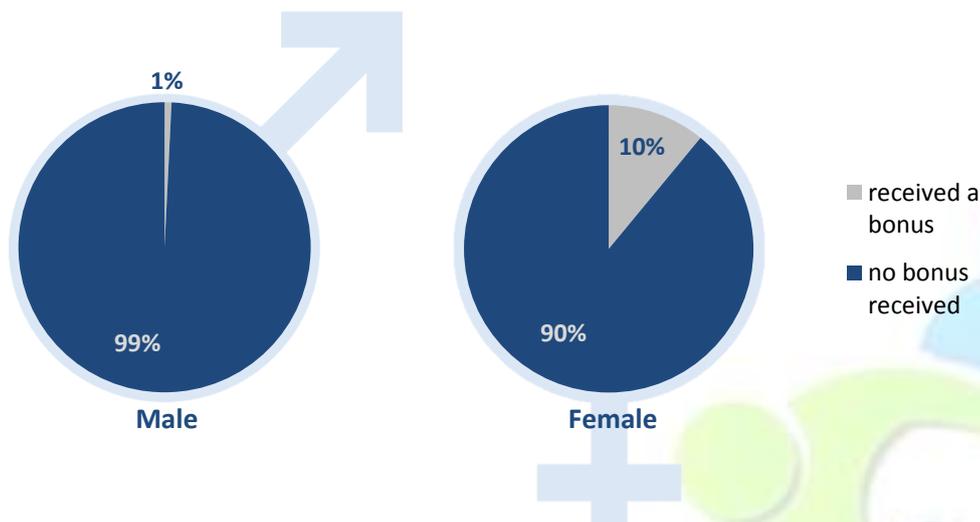
The swing can be attributed to the fact that we have a particular client that utilises skilled labour and this is dominated by male workers which is a trend reflected within this sector. This coupled with the fact that there is a general shortage of skilled labour within this sector therefore means that these workers can demand a higher rate of pay.

Our median gender pay gap is 0%. We know we are paying our employees equally. The median gender pay gap figure of 0% is typically a more representative figure as the mean can be skewed due to the split between full time and part time workers.

The mean gender bonus gap is -5.2%. The bonus structures vary from job role to job role. All workers, no matter what gender, are paid the same bonus within the same job roles.

Bonus schemes are based purely on performance.

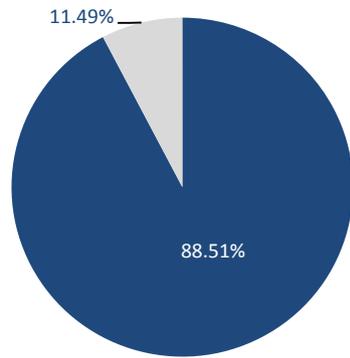
## Proportion of males and females receiving bonus



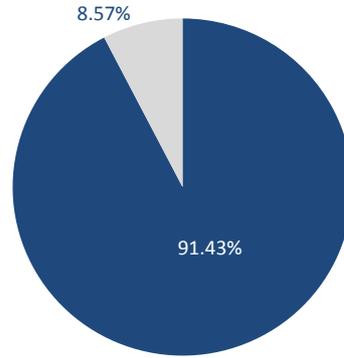
These figures vary due to the number of males and females who work on temporary contracts compared to permanent staff – 679 agency workers compared to 19 permanent staff. We have 6 full times males and 13 full time females in the business.

# Pay Quartiles

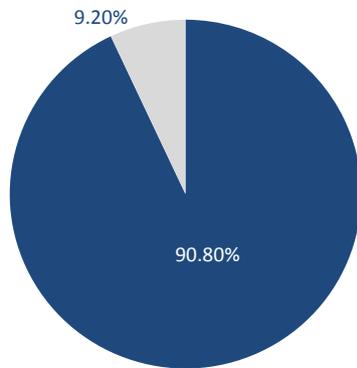
Proportion of males and females in each pay quartile, each quartile contains 175 workers.



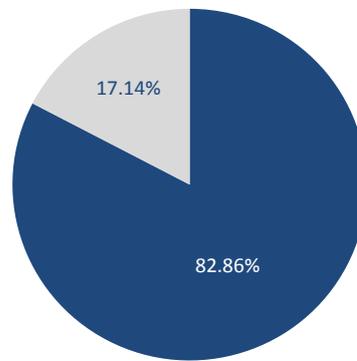
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

■ Males  
■ Females

Amanda Garner      Managing Director

Claire McIlwaine      Finance Director

