

At Forde Recruitment we believe in a creating a diverse and gender balanced workforce – 2019/20

<i>Difference between men and women</i>	Mean average	Median middle
Gender Pay Gap	-3.9%	0%
Gender Bonus Gap	1.1%	-0.8%

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 -3.9% when including full time and part time workers is significantly below the national average of 17.3%. This figure has swung in favour of women from 2.1% in last years reported figures.

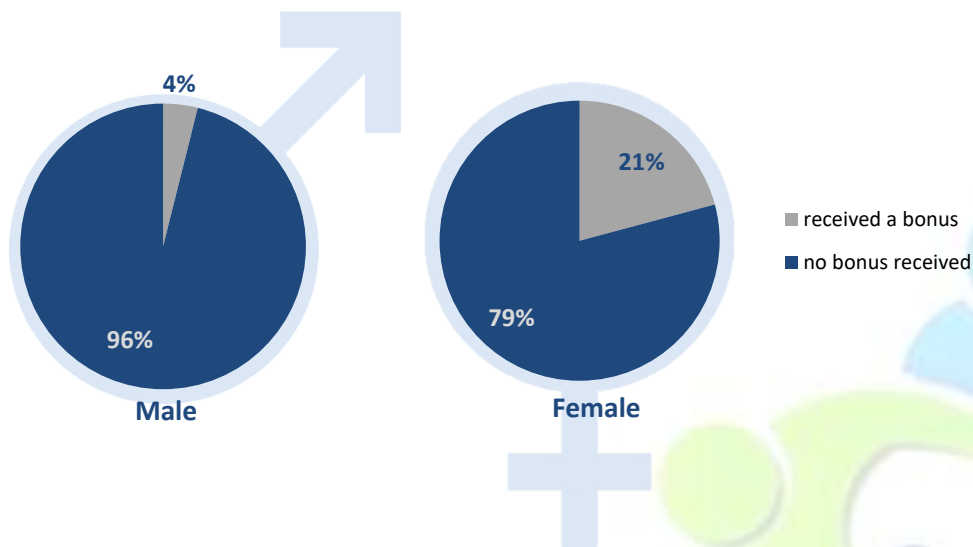
The swing can be explained by the difference in working patterns as we have more females in full time employment than males.

Our median gender pay gap is 0%. The median is the number that falls in the middle of a range when everyone’s wages are lined up from smallest to largest, it 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 1.1%. The bonus structures vary from job role to job role. All workers, no matter what gender, are paid the same bonus structure within the same job roles.

Bonus schemes are based purely on performance.

Proportion of males and females receiving bonus



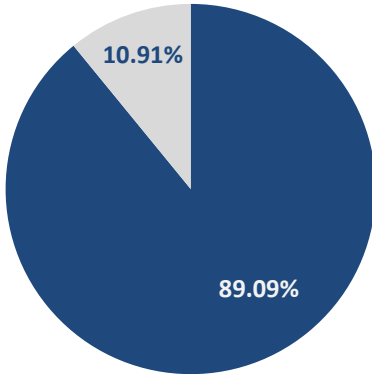
These figures vary due to the number of males and females who work on temporary contracts compared to permanent staff – 645 agency workers compared to 16 permanent staff. We have 4 full times males and 12 full time females in the business.

Pay Quartiles

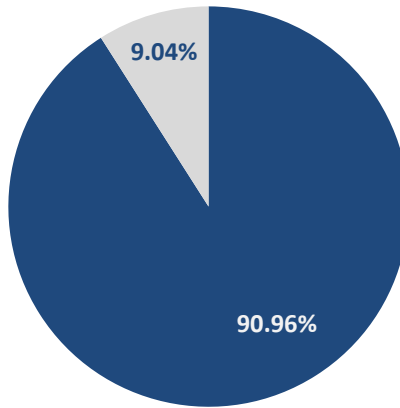
Proportion of males and females in each pay quartile, each quartile contains 165 workers.

- Males
- Females

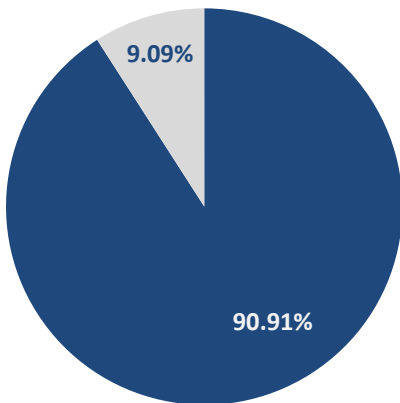
Lower Quartile



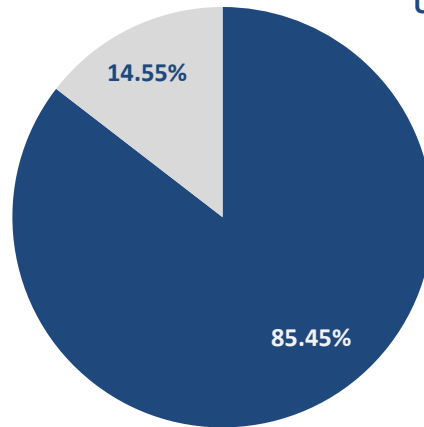
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Amanda Garner Operations Director

Claire McIlwaine Finance Director

