

## At Forde Recruitment we believe in a creating a diverse and gender balanced workforce – 2022/2023 – snapshot April 2022

<i>Difference between men and women</i>	<b>Mean average</b>	<b>Median middle</b>
<b>Gender Pay Gap</b>	<b>-9.7%</b>	<b>0%</b>
<b>Gender Bonus Gap</b>	<b>-1.37%</b>	<b>17.5%</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, we are committed to paying equally for performance.

Our mean gender pay gap of -9.7% when including full time and part time workers is significantly below the national average of 8.3%. This figure has remained in favour of women from -14.2% from last years reported figures.

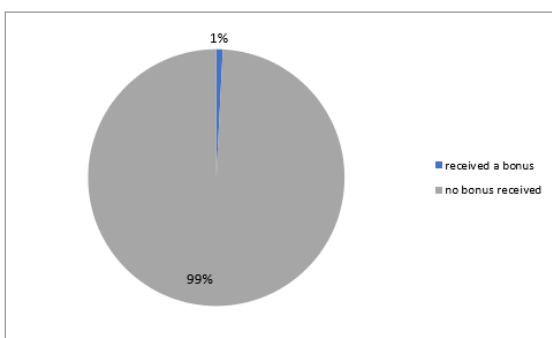
The swing can be explained by the difference in working patterns as we have more females in full time employment than males.

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.

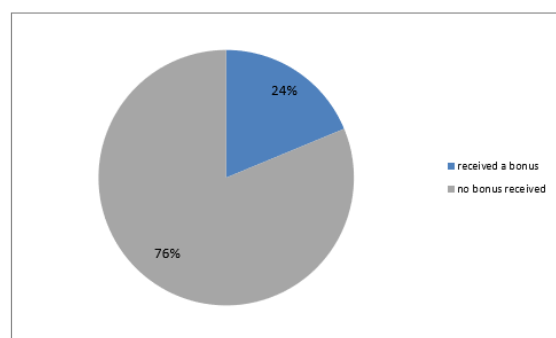
The mean gender bonus gap is -1.37%. The bonus structures vary from job role to job role. All workers, no matter what gender, are paid the same bonus structure within the same job roles.

Bonus schemes are based purely on performance.

### Proportion of males and females receiving bonus



**Male**



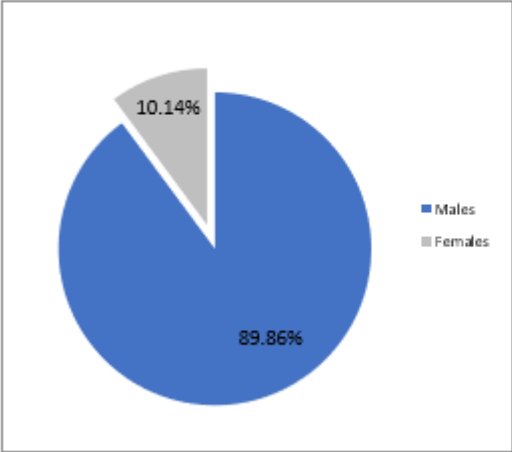
**Female**

These figures vary due to the number of males and females who work on temporary contracts compared to permanent staff. 265 agency workers compared to 11 permanent staff. We have 4 males and 7 females in the business.

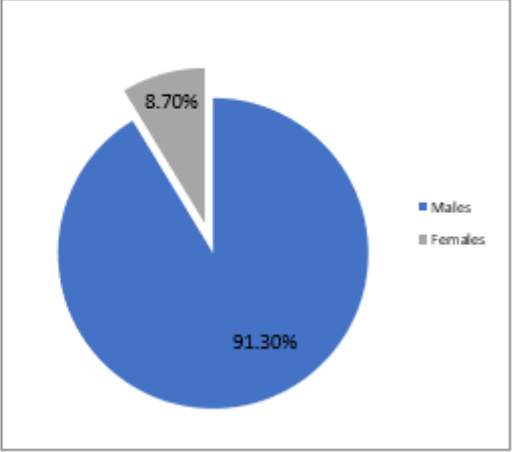
# Pay Quartiles

Proportion of males and females in each pay quartile, each quartile contains 69 workers.

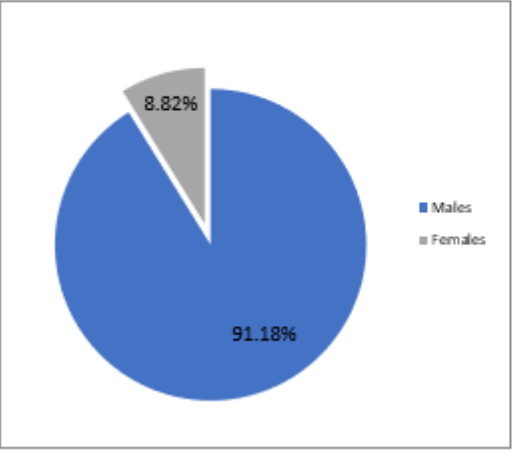
**LOWER QUARTILE**



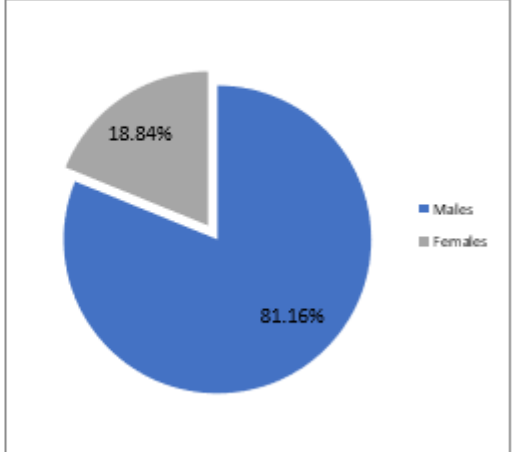
**LOWER MIDDLE QUARTILE**



**UPPER MIDDLE QUARTILE**



**UPPER QUARTILE**



*Amanda Garner*

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Claire McIlwaine Finance Director

