

At Forde Recruitment we believe in a creating a diverse and gender balanced workforce – snapshot April 2025

<i>Difference between men and women</i>	Mean average	Median middle
Gender Pay Gap	-5.2%	0%
Gender Bonus Gap	23.05%	83.21%

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 -5.2% when including full time and part time workers is significantly below the national average of 11.2%. This figure has remained in favour of women from -4.9% 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.

Our median gender bonus gap is 83.21%. This reflects the distribution of bonus-eligible roles across the organisation rather than differences in bonus rates for comparable roles. A higher proportion of men are employed in senior and revenue-generating positions where bonus payments are more prevalent and higher in value. In contrast, a larger proportion of women are employed in roles or levels where bonuses are lower or not paid, which significantly impacts the median outcome. As the median represents the midpoint of bonus payments, this gap is also influenced by the number of employees receiving no bonus at all, which disproportionately affects women in our workforce.

The mean gender bonus gap is 23.05%. 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

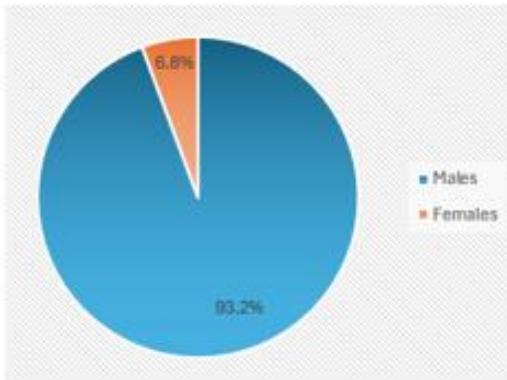


These figures vary due to the number of males and females who work on temporary contracts compared to permanent staff. 580 agency workers compared to 12 permanent staff. We have 5 permanent males and 7 permanent females in the business.

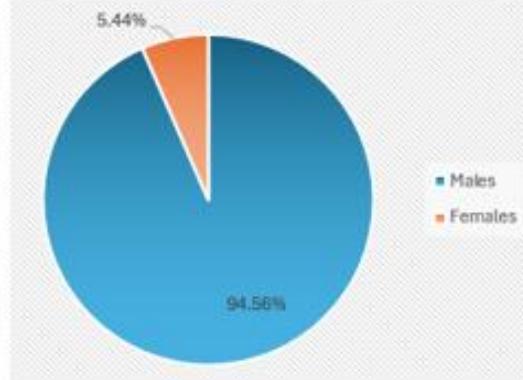
Pay Quartiles

Proportion of males and females in each pay quartile, each quartile contains 148 workers.

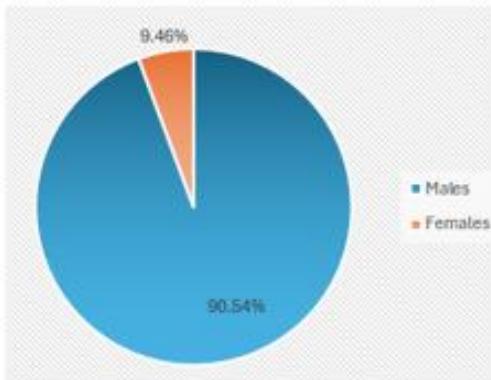
LOWER QUARTILE



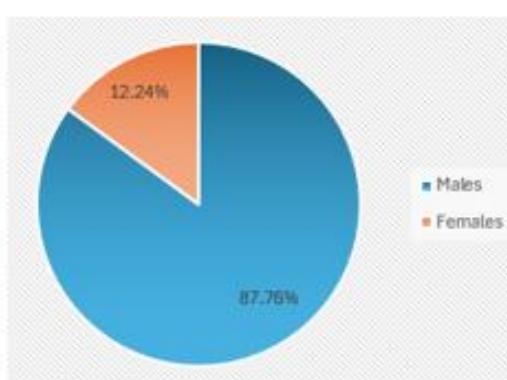
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



Amanda Garner

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Operations Director

Claire McIlwaine

Claire McIlwaine

Finance Director