

GENDER PAY GAP REPORT

— 2024 —



Pertemps 

www.pertemps.co.uk

WHO ARE WE?



Pertemps 

For over 60 years, the name of Pertemps has been synonymous with permanent and temporary recruitment. Starting off life as an independent family run business in 1961, Pertemps has grown to become one of the largest independent providers of staffing solutions in the UK. We provide our services across all industry sectors as well as specialising in niche recruitment solutions.

We believe everyone should be given equal opportunities regardless of gender. Pertemps 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 performance. No other influences, such as gender, are relevant.

We actively work to encourage diversity in business at every opportunity. We've been included in the UK's Top 100 Best Companies To Work For list for the past 17 years, with a three-star "outstanding" accreditation for employee engagement. Our

board is split 40% male and 60% female and our chairwoman is an advocate and spokesperson for gender and race equality.

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 the diverse nature of our workforce and of our employees who inspire and motivate one another every day.

Pertemps 

Pertemps - part of Pertemps Network Group

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We 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 temporary and contract assignments for end user clients across a wide variety of industry sectors and job roles. As an employment business we adhere to relevant legislation including the Agency Workers Regulations 2010.



As at 5th April 2023, Pertemps had a mean pay gap of 10.9% and a median pay gap of 7.2%. Our pay quartiles of the contingent workforce show a higher percentage of male to female in each area which can be attributed to the varied sectors into which we supply within the labour market, however our permanent staff represent a higher percentages of females to males in each quartile. The figures are somewhat distorted as they are based on both permanent and contingent numbers.

The bonus figures show that 1.6% of men received a bonus and 7.3% of females received a bonus however when reviewing the bonuses of permanent staff, 91.2% of males received a bonus and 88.6% of females received a bonus, so very little difference in males and females receiving a bonus.



GENDER PAY GAP MONITORING AND REVIEW

Pertemps continue to work on various initiatives to encourage females into particular sectors which are traditionally underrepresented for example supporting female drivers to join the haulage industry through Pertemps Driver Training. Another example is where we attend local school career days we are able to highlight the careers available in the STEM sectors such as technicians and engineers.

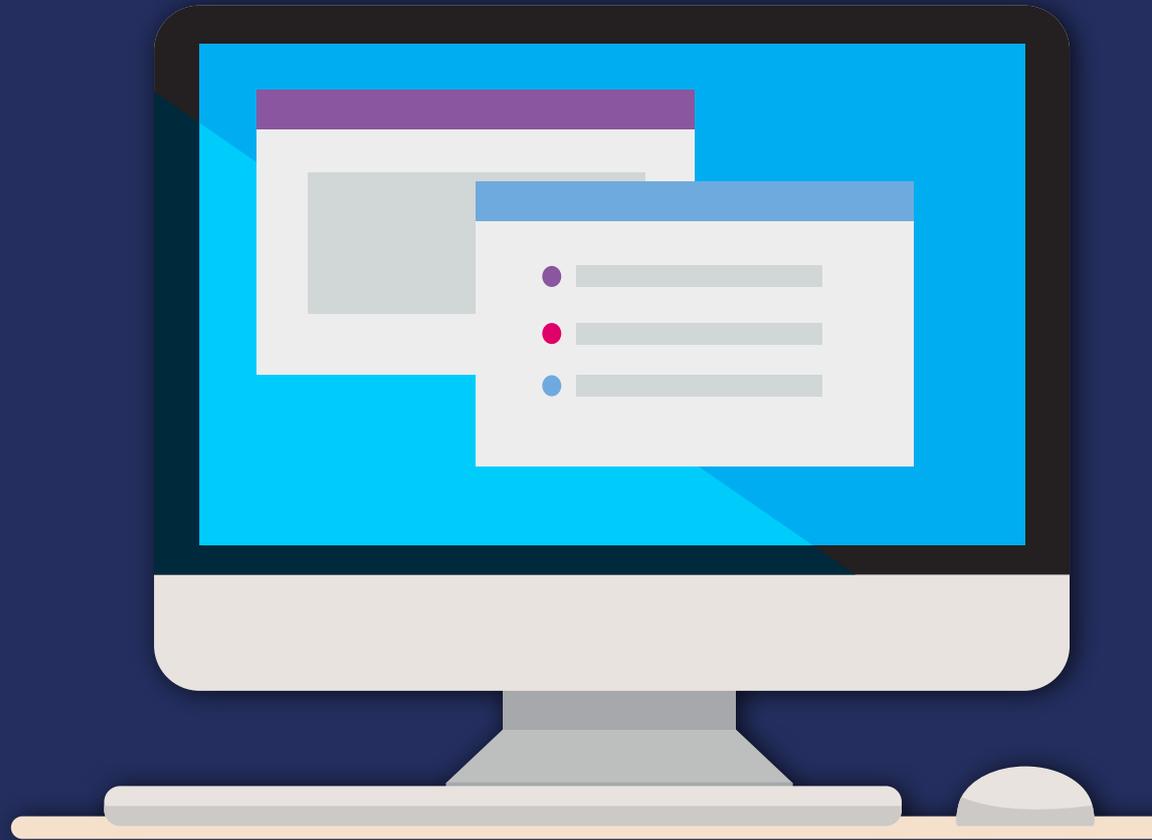
Pertemps encourage career progression and upskilling and are very proud of their promotions from within. Pertemps will continue to promote employees into more senior roles by training, mentoring and development, regardless of whether they are male or female.

Whilst we will continue to monitor our Gender Pay Gap, Pertemps will maintain their current approach of making every effort to recruit a diverse and inclusive workforce and remain fully committed to creating and maintaining a level playing field of opportunity for all.

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

Tracy Evans

2024



DIFFERENCE IN HOURLY RATE



WOMEN'S MEAN HOURLY RATE IS 10.9% LOWER THAN MEN'S



WOMEN'S MEDIAN HOURLY RATE IS 7.2% LOWER THAN MEN'S

WHO RECEIVED BONUS PAY

MEN 1.6%



WOMEN 7.3%

DIFFERENCE IN BONUS PAY



WOMEN'S MEAN BONUS PAY IS 162.9% HIGHER THAN MEN'S



WOMEN'S MEDIAN BONUS PAY IS 45.9% LOWER THAN MEN'S

PROPORTION OF WOMEN IN EACH PAY QUARTILE



33.5%	LOWER QUARTILE	66.5%
34.7%	LOWER MIDDLE QUARTILE	65.3%
32.2%	UPPER MIDDLE QUARTILE	67.8%
23.0%	UPPER QUARTILE	77.0%