



Gender Pay Gap Report 2021:

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Gender pay gap reporting legislation requires that from 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Gender Pay Gap		
Women's Mean Hourly Pay	-43% Lower	
Women's Median Hourly Pay	-56% Lower	
Pay Quartiles		
	Women	Men
Upper Quartile	20%	80%
Upper Middle Quartile	11%	89%
Lower Middle Quartile	49%	51%
Lower Quartile	63%	37%
Total Employee Split	39%	61%

Written statement

We employ thousands of UK contractors across many different sectors. Our employees source the majority of their assignments through recruitment agencies and often negotiate contract rates directly with the recruitment agencies they engage with. Rates of pay can vary significantly dependent on the sectors and roles they engage in and, as a result, the published results above are affected by the mix of employees across these various sectors and roles. By way of example, there is high concentration of male employees working within the higher earning Technical & Engineering sector which results in the average women's pay across all employees being less than that of men.

We confirm that the calculations in our report are accurate and have been calculated in accordance with Gender Pay Gap Reporting requirements as outlined in the legislation and accompanying guidance.