

Gender Pay Gap Report 2022

Staff Select Ltd is reporting its Gender Pay gap in line with Government regulations. New legislation issued in 2017 required all employers in the UK with 250 employees or more to report annually on their gap in gender pay, based on statutory calculations.

The Gender Pay Gap reporting provides a snapshot of the gender balance within an organisation. It shows the difference between the mean and median earnings of all male and female employees across Staff Select, irrespective of their role or seniority, at the data capture date of 5th April 2022.

Staff Select Ltd supports the fair treatment, reward and recognition of all staff, irrespective of gender.

Workforce Profile



64.8%

169 of the company's workforce are female



35.2%

92 of the company's workforce are male

Staff Select Ltd employs significantly more females than males, which is commonly the situation within the education, teaching and support staff sector.

Gender Pay Gap Explained

The gender pay gap is the difference between the gross hourly earnings for both men and women across an organisation, irrespective of the gender profile at different levels of the organisation. If women do more of the less well paid jobs within an organisation than men, the gender pay gap is usually bigger.

The gender pay gap is not the same as unequal pay which is payment men and women differently for performing the same or similar work. Unequal pay has been unlawful since 1970.

Mean Gender Pay Gap

The Mean Pay Gap is the difference between average hourly earnings of male and female colleagues.



Mean Gender Pay Gap in Hourly

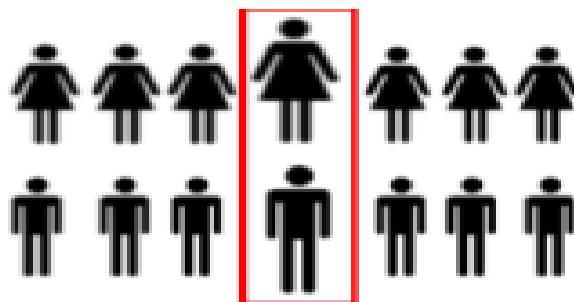
Gender	Relevant Employee Count
Female	169
Male	92
Total	261

Gender	Mean Hourly Rate Pay
Female	£11.84
Male	£12.18
Female Difference	£0.34
Pay Gap %	2.8%

Following the UK Government’s methodology, we are reporting a mean gender pay gap of 2.8%, in favour of males. This is an increase of 1% in comparison to our last report published in 2020, however, it is still an improvement of 5% since our report published in 2018.

Median Gender Pay Gap

The median represents the middle point of a population. If you lined up separately all the women and all the men in an organisation, the Median Pay Gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



Median Gender Pay Gap in Hourly Pay

Gender	Median Hourly Rate Pay
Female	£11.28
Male	£13.808
Female Difference	£1.79
Pay Gap %	13.7%

We are reporting a median gender pay gap of 13.7%, in favour of males. This is an increase of 6.4% in comparison to our last report published in 2020. .

Gender Pay Gap Analysis

The organisation took part in the kickstart scheme funded by the Department of Work and Pensions. The kickstart scheme enabled companies to provide jobs for 16 to 24 year olds on universal credit who were at risk of long term employment. During the reporting period, we employed 69 employees through the kickstart scheme, all who were on national minimum wage, 61% of these were female.

According to the Office for National Statistics the national average for the 2022 Gender Pay gap is 14.9% and the national average for the education sector is 30%. Staff Select Ltd gender pay gap is well below both of these averages, we do not deem that the small variances that exist are gender pay issues and are confident that our male and female employees are paid equally for doing the same role. These variances can be attributed to the higher proportion of females working in the lowest quartile of our workforce (see table below). In each quartile, females have the higher representation, which is reflective of 64.8% of the workforce being female.

Quartile	Male %	Female %
Top Quartile (people who earn the most)	43.9	56.1
Upper Middle Quartile	35.4	64.6
Lower Middle Quartile	30.8	69.2
Lower Quartile	30.8	69.2

Gender Bonus Analysis

As part of the gender reporting, we also need to report on bonuses. Staff Select Ltd has reported that the mean bonus score is 43.3%, in favour of females, a decrease of 55.1% since our last published report in 2020. The median bonus score was 70.0%, also in favour of females, an increase of 45% since our last published report.

Bonus schemes are only in operation for some job roles. The bonus schemes that exist vary significantly. Some bonus schemes are paid with specific set values for meeting performance targets whilst others are due to employee referral programmes and length of service awards.

Gender	Relevant Employee Count
Female	7
Male	7
Total	14

Gender	Mean Bonus Payment
Female	£1236.43
Male	£700.71
Female Difference	£535.71
Pay Gap %	43.3%

Gender	Median Bonus Payment
Female	£500.00

Male	£150.00
Female Difference	£350.00
Pay Gap %	70%

Further Comments

We understand that the education sector as a whole generally has a higher female to male workforce ratio and we are no different. Our data shows that we have more females in all roles than we do males. Females are well represented throughout the company. Unless we recruit more males into the lower quartile it is likely that a small gender pay gap will continue to exist.

Recruitment and Selection

To ensure that our recruitment and selection decisions within Staff Select Ltd are fair and equitable, we will:

- employ the most suitable person for the job role;
- advertise a clear and transparent salary banding system;
- continue to have structured panel interviews with responses to questions recorded to ensure the fair scoring of all candidates thereby ensuring that decisions are made on evidence and not on opinion.

Learning and Development

We provide learning and development opportunities through our Apprenticeship levy tailored to roles to build an expert workforce.

We will promote opportunities that can be taken up by as many employees as possible and are accessible to all.

As part of our mandatory training programme, we ensure that all our employees' complete diversity, equality, and inclusion training.

We have published a clear and transparent salary banding for all employees.

Salaries will continue to be reviewed at the lower levels in the organisation and we will reduce the band-widths where appropriate to ensure better parity of pay.

Directors Signature

I confirm that the information provided in the report is correct.

L. Bennett

Louise Bennett