

# Gender Pay Analysis - 2017



Staff Select Ltd is reporting its Gender Pay gap in line with Government regulations. The information contained in this document has been drawn from our HR system as at 5th April 2017. On that date we employed 176 females and 105 males in the company who were subject to this analysis. As with most educational organisations we have a larger proportion of female employees.

Following the UK government's methodology which came into force in April 2017 we are reporting a mean gender pay gap of 4.2% and a median gender pay gap of 2.2% (People Management magazine have reported that the Education mean is 14.4% in 2017).

Gender pay analysis compares average pay and bonus by men and women in the workplace.

Gender pay analyses all employees and organises them in terms of their gender and pay rate. The calculations are presented in the 'mean' and 'median' for females and males.

## Mean Gender Pay Gap in Hourly

Gender	Relevant Employee Count
Female	176
Male	105
Total	<b>281</b>

Gender	Mean Hourly Rate Pay
Female	£11.70
Male	£12.21
Female Difference	<b>£0.51</b>
Pay Gap %	<b>4.2%</b>

## Median Gender Pay Gap in Hourly Pay

Gender	Median Hourly Pay Rate
Female	£11.75
Male	£12.01
Female Difference	<b>£0.26</b>
Pay Gap %	<b>2.2</b>

## Gender Pay Gap Analysis

We do not deem that the small variances that exist are gender pay issues. These variances can be attributed to the higher proportion of females working in the lowest quartile of our workforce (see table below). Whilst we have a higher proportion of females in every quartile the gap is much larger in the lowest quartile which has caused the slight variance in pay.

Quartile	Male %	Female %
Top Quartile (people who earn the most)	45.7	54.3
Upper Middle Quartile	36.6	63.4
Lower Middle Quartile	40	60
Lower Quartile (people who earn the least)	28.2	71.8

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## 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 4.01% and the median bonus score was 20%.

Bonus schemes are only in operation for some job roles. The bonus schemes that exist vary significantly. Some bonus schemes are paid as percentage of gross annual salary whilst others are specific set values for meeting performance targets.

Gender	Relevant Employee Count
Female	39
Male	26
<b>Total</b>	<b>65</b>

Gender	Mean Bonus Payment
Female	£1,530.22
Male	£1,594.28
<b>Female Difference</b>	<b>£64.06</b>
<b>Pay Gap %</b>	<b>4.01</b>

Gender	Mean Bonus Payment
Female	£1,200.00
Male	£1,500.00
<b>Female Difference</b>	<b>£300.00</b>
<b>Pay Gap %</b>	<b>20</b>

## Further Actions

We understand that the education sector as a whole generally has a higher female: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 bottom quartile it is likely that a small gender pay gap will continue to exist.

We will continue to monitor the gender imbalance in the lowest quartile. However, as an equal opportunities employer, we firmly believe in appointing the best candidate for the role, regardless of their gender or other factors. However, we will explore how we can attract more men into Staff Select Ltd in order to create a more even gender balance in particularly at the lowest level.