

2022/3 Gender Pay Gap Report

What the Gender Pay Gap is...

In 2017, every organisation within the United Kingdom that has 250 (or more) employees were requested to begin reporting their gender pay gap information. Therefore as a business, we are required to report on a snapshot date of 5th April each year.

It's not about equal pay

Equal pay measures to see if male and females are paid the same amount for doing the same role.

Whereas, the **Gender Pay Gap** is the percentage difference between men's and women's average hourly earnings across the whole organisation.

Mean

The **Mean** gender pay gap calculates the difference between the average hourly rate of pay for females compared to males.

This is the sum of all the hourly pay rates for each gender, divided by the total by the number of co-members in that gender.

Median

The **Median** gender pay gap is calculated by sorting all of the hourly rates of pay for men and women from lowest to highest.

The median is then the middle number for both ranges.

Major Results

Gender Pay Gap



Median

The Median pay of male staff is 1.72% higher than that of female staff



Mean

The Mean pay of male staff is 0.88% lower than that of female staff.

Bonus Pay Gap

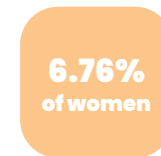
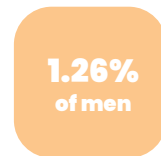


The Median bonus pay of female staff is 19.65% higher than that of male staff



The Mean bonus pay of female staff is 11.08% higher than that of male staff

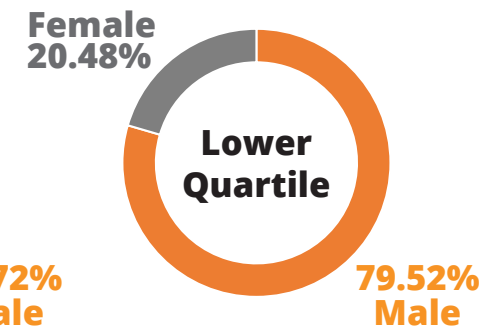
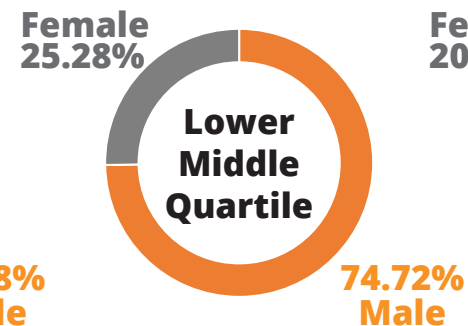
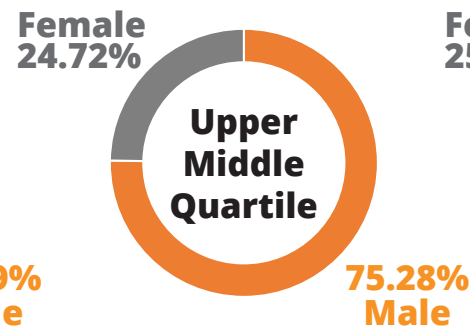
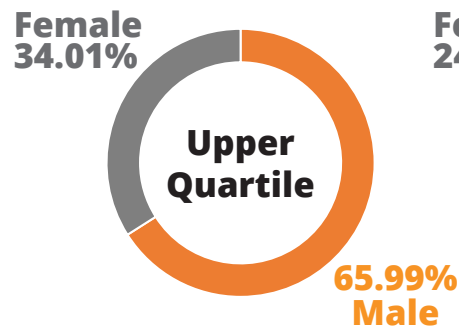
Proportion of co-members receiving a bonus



1.26% of all male staff and 6.76% of all female staff received bonus pay

Proportion of co-members in each pay quartile

Each quartile is derived from ranking all relevant co-members from the lowest to highest hourly pay, then dividing the workforce into four equal parts. We can then calculate the proportion of women and men as a percentage of total co-members in that quartile.



What do our results mean?

At Major Recruitment, we run an organisation with absolutely no gender bias. We ensure each and every member of the Major Family is rewarded fairly for the work they do, with the same access to opportunities and career progression regardless of gender. Major's employees remain our best asset, and we are committed to attracting and retaining the very best talent, whilst ensuring that gender is never a factor in any decisions. It is key to remain inclusive and diverse, to guarantee growth, attract the best in the industry and engage appropriately with our customers.

The most recent **National Gender Pay Gap** according to the Office for National Statistics (ONS) shows male staff earning 8.3% more than female staff. Whereas at Major Recruitment, **when comparing mean (average) hourly pay, our female mean hourly pay is 0.9% higher than men's.**

The Major gap

The figures in these statistics include all of the employees within the Major Family employees AND our candidates that we place with our clients. This gender balance can affect the figures.

Traditionally the most of the divisions which we recruit for, such as Energy, Logistics, Construction, Industrial are a male dominated sector for temporary staff. However, when looking purely at the Major Family employees, we are very diverse business with women in some of the highest paid roles across the company.

1,589 Male Staff (73.87%)

562 Female Staff (26.13%)