



**EXACT**  
PAYROLL

# Gender Gap Reporting 2022

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## Gender Pay Gap Report 2022

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 Var%		41.47%
Women's Median Hourly Pay Var%		4.76%
Women's Median Hourly Pay £	£	22.00

Pay Quartiles	Men			Women		
	Bracket	Gender Split	Mean Hourly Rate	Bracket	Gender Split	Mean Hourly Rate
Upper Quartile		73.00%	£ 43.61		27.00%	£ 58.34
Upper-Middle Quartile		94.73%	£ 23.17		5.27%	£ 24.18
Lower-Middle Quartile		93.04%	£ 17.78		6.96%	£ 17.54
Lower Quartile		76.13%	£ 13.46		23.69%	£ 13.15
Total Employee Split		84.22%			15.78%	
Who received a bonus		0%			0%	

### 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 agency. 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. 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.