

RE Personnel & People Limited

Gender Pay Reporting

As required by the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, we have calculated our gender pay gap for 2017 using data taken as a snapshot on 5th April 2017.

The gender pay gap is the difference between the average earning of men and women, who could be doing very different roles and is not the same as equal pay, which looks at pay rates for men and women who do the same role or roles of equivalent value.

The report covers both RE Personnel Limited and RE People Ltd but we have uploaded separate data for each company on the Government Gender Pay Gap Reporting website.

As recruitment businesses, we are required to report data which includes the temporary staff we place with other companies as well as our own staff. The pay and bonus arrangements for the staff placed with external companies are outside our control as they are set by those individual companies. However, where possible, RE People Ltd and RE Personnel Ltd are committed to conducting regular pay audits and pay reviews and take swift action to address any inequality should it be highlighted.

The figures for RE Personnel Limited show 2.93% of the population included within the calculation were in-house employees working for RE Personnel with the remaining 97.07% relating to temporary staff placed with external companies. The split between men and women was 51.3% men and 48.7% women.

The figures for RE People Limited show 4.33% of the population included within the calculation were in-house employees working for RE People with the remaining 95.67% relating to temporary staff placed with external companies. The split between men and women was 61.2% men and 38.8% women.

Pay Information

RE Personnel Ltd

Mean hourly pay difference between male and female employees -1.97%;

Median hourly pay difference between male and female employees -0.25%.

RE People Ltd

Mean hourly pay difference between male and female employees 3.43%;

Median hourly pay difference between male and female employees 0%.

Gender Split Pay Quartiles & Bonus Gap

RE Personnel Ltd

Pay Quartile	Male	Female
Upper Quartile	52%	48%
Upper Middle Quartile	49%	51%
Lower Middle Quartile	52%	48%
Lower Quartile	56%	44%

(No bonus payments were paid)

RE People Ltd

Pay Quartile	Male	Female
Upper Quartile	65%	35%
Upper Middle Quartile	37%	63%
Lower Middle Quartile	78%	22%
Lower Quartile	64%	36%

Bonus Pay

The mean is 10% higher for women than men;

The median is 71% higher for women than men.

The proportion of staff paid a bonus were 1% compared to men at 1%.

Summary

The figures are heavily influenced by the high percentage of temporary workers we place with external companies and in particular the industry sector that these companies work within. RE Personnel where job roles are undertaken by both female and male workers had very low variances. RE People has a more diversified client base, some of which are more male dominated, such as light engineering, logistics, warehousing. As a result the mix between male and females is more weighted towards males on some of the quartile bandings due to the industries being higher paid as a result of the skill base. The bonus calculation on RE People favoured females as a result of the payments made for bonus relating to internal employees mainly rather than external workers. The engineering companies where the work demands a physical capacity for dealing with heavy metal, tend to pay bonus payments at a relatively modest level but due to the nature of the company, the workers tend to be weighted towards males. The internal workers bonus figures were higher, but less employees were paid. As a result, the mean and medium were skewed towards females but as a business the policy for all employees is the same.

I confirm the information published above is accurate.

James Gibbs

Managing Director