



Gender Pay Gap Reporting

Businesses with more than 250 employees are required to report Gender Pay Gap information. The deadline for reporting is 4th April 2018; the data used in the calculation relates to the 'snapshot' date which was 5th April 2017.

For the purposes of these regulations recruitment businesses, such as TEMP-TEAM Ltd, need to include the Temporary Agency Workers they supply to their clients along with their own internal Employees. As such our Gender Pay Gap information is derived using pay and bonus figures relating to many different companies across various sectors.

TEMP-TEAM Ltd comply with all the legislation that governs employment businesses and are committed to promoting equality in the work place, we work closely with our clients and also with the Recruitment Employment Confederation (the REC) and other relevant bodies to ensure this. However, other than ensuring compliance with legislation, relating to matters such Agency Workers Regulations (AWR), National Living Wage (NLW) and Nation Minimum Wage (NMW), TEMP-TEAM has little influence over the pay and bonus rates applied by the end Hirer.

TEMP-TEAM's Gender Pay Gap information has been agreed by our Managing Director and is available to view below and on the Government website;

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

Sandra Kennedy

Head of HR and Compliance
For TEMP-TEAM Ltd

TEMP-TEAM Ltd Pay and Bonus Gap

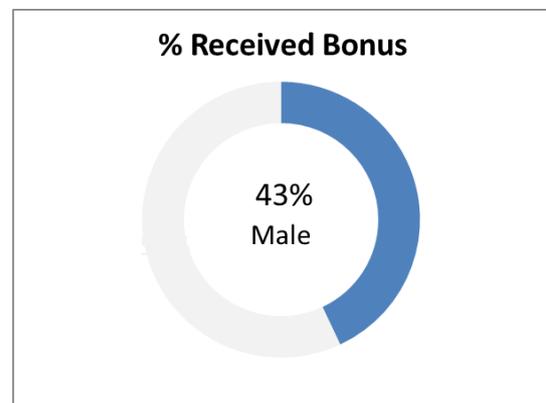
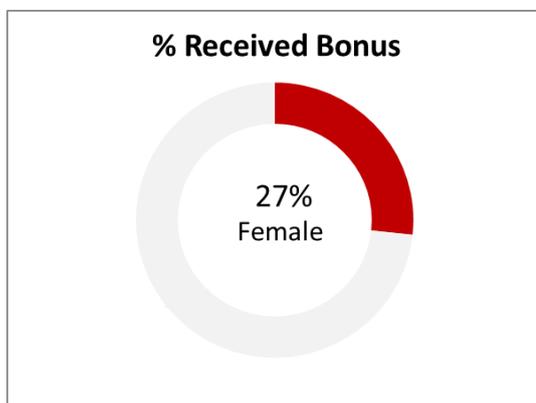
(Snapshot Date 5th April 2017)

This table shows the % difference in the average hourly pay of men versus women on 5th April 2017. The mean average hourly pay rate for women is higher than for men and this is represented by a negative figure, with the exception of this all other figures are in favour of men.

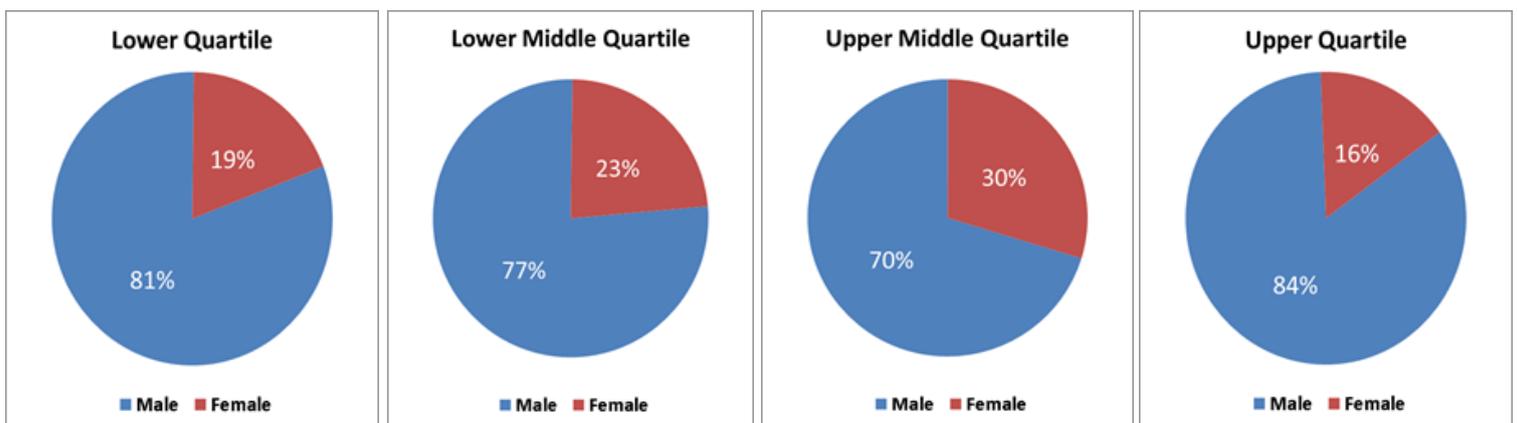
Also shown is the % difference in the average bonus payments (paid over 12 months) to men and women.

	Median (mid point)	Mean (average)
Gender Pay Gap	17.1%	-0.10%
Gender Bonus Gap	4.3%	59.9%

The charts below show the % who received a bonus payment in the 12 months prior to the snapshot date. More men than women received a bonus payment between 6th April 2016 & 5th April 2017.



Gender Spilt in Each Quartile Pay Band



The charts above show the gender distribution within four equally sized pay bands. There are a higher number of men than women in every pay band; as detailed in our main narrative the total workforce includes Temporary Agency Workers who are carrying out assignments for lots of different Companies in addition to TEMP-TEAM's own internal Employees.