

# GENDER PAY GAP REPORT APRIL 2025.



# INTRODUCTION.

We welcome the opportunity to share our gender pay gap as it will help us have more meaningful conversations with our people and our customers about equity, diversity and inclusion.

The Recruitment Co. has a mean gender pay gap of -1.53% in favour of women.

The Recruitment Co. has a median gender pay gap of -0.86% in favour of women.

Due to the nature of our business, a large proportion of the people included on the date of the snapshot were temporary workers whose pay is fixed by our customers.

I confirm the information and data reported is accurate as of the snapshot date 5 April 2025.

*Anna Montgomery*

Anna Montgomery  
HR Director



# INTRODUCTION.



## **Gender pay vs equal pay**

A gender pay gap shows the difference in average pay across all of the men and women in an organisation, industry or country as a whole. It can be driven by the differing number of men and women across all roles. It is not the same as an equal pay comparison which looks at how much men and women are paid for carrying out the same role.

## **How we calculated our numbers**

Under the UK Government's Gender Pay Gap regulations, companies need to report their gender pay gap for all legal entities in Great Britain with more than 250 employees. RSS Global has provided reports for its legal entities in the UK that fulfil this criteria.

As required, we have provided data on all of our permanent and temporary employees. Given we are a staffing business, we have a very high number of temporary employees on our payrolls at any one time working in roles for our customers. This number fluctuates depending on requirements from our clients, and typically the rate of pay that our temporary workers receive is decided by our clients.

## **Pay quartiles explained**

A pay quartile is calculated by listing the hourly pay rates for everyone in the business then dividing them in to four equal sized groups. We then work out the percentage of men and women in each group.

## **Median and mean gaps explained**

The figure used most regularly is the **median gender pay gap**.

To help bring this to life, imagine all the women at The Recruitment Co. standing in one line, from lowest paid by hour to highest, and all of the men doing the same in another line. The median gender pay gap is the percentage difference in hourly pay between the women in the middle of the line and the man in the middle of the line. Hourly pay includes leave and any shift premiums, but not overtime.

The **mean gender pay gap** is the percentage difference in the average pay of men and women. This is calculated by adding up all of the hourly pay rates for all of the women in a business and dividing it by the number of women, then doing the same for the men and comparing the difference. The mean can be affected by different numbers of men and women in different roles.

Therefore, we also report the number of men and women in different pay quartiles. We also report the median and mean differences in bonus pay over a twelve-month period, and the percentage of men and women who received a bonus. A positive percentage shows a gap in favour of men; a negative percentage shows a gap in favour of women.

# RESULTS 2025

## All UK employees, including temporary and permanent

**Median**    **Mean**  
-0.86%    -1.53%

## Proportion of employees according to quartile bands

	Male	Female
Upper	54.49%	45.51%
Upper Middle	53.99%	46.01%
Lower Middle	54.35%	45.65%
Lower	59.53%	40.47%

## Bonus pay difference between men and women

**Median**    **Mean**  
-372.95%    -122.04%

## Percentage of males/females receiving a bonus payment

**Male**    **Female**  
2.65%    1.78%