

GENDER Pay Gap



INTRODUCTION

From 2017, any organisation that has at least 250 employees who are based in England, Scotland or Wales 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. The figures must be calculated using a specific reference date, called the ‘Snapshot Date’. The snapshot date for businesses and charities is 5 April each year. As such, this report is for the period 5th April 2018 – 4th April 2019.

These gender pay gap measures are not a representation of equal pay.

THE REPORTING REQUIREMENTS

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay (Pay Quartiles).

Reporting Requirement	Percentage Difference (%)
Mean Difference in Hourly Rate	16.21
Median Difference in Hourly Rate	-7.71
Mean Difference in Bonus Payment	0
Median Difference in Bonus payment	0

BONUSES

As no bonuses are paid by Brookson Solutions Limited, the necessary data is recorded as 0.

	MEN %	WOMEN %	NO. OF MEN	NO. OF WOMEN
UPPER (75-100%)	75.33	24.67	171	56
UPPER MIDDLE (50-75%)	63.32	36.38	145	84
LOWER MIDDLE (25-50%)	71.93	28.07	164	64
LOWER (0-25%)	74.24	25.76	170	59
TOTAL			650	263



WRITTEN STATEMENT

Since the last Gender Pay Gap Report in 2019, the number of Brookson Solutions Limited's employees has significantly increased from 654 to 913 individuals. In fact, since the last report, the median gender pay gap has become a negative percentage with the average female pay being higher than the average male pay. This is extremely positive as unlike the mean average, the median average is unlikely to be skewed by a few highly paid employees.

Although only 27.68% of those employed by Brookson Solutions are female, the highest number of females are contained within the Upper Middle Quartile, whereby the smallest percentage of males are in this Quartile. The largest concentration of Men can be found in the Upper and Lower Quartiles with 171 and 170 males respectively, this shows the relatively even split of male wages across the spectrum.

Brookson Solutions predominantly employ individuals within the construction and engineering sectors, which are largely male dominated sectors. This, coupled with the evidence to suggest that women prioritise job security, regular income and childcare stability, which come with traditional employment rather than contracting whereby there is a risk, at short notice, of no available work, explains why there are more than 2.5 times the number of males employed by Brookson Solutions than females.

HOW WE WILL REDUCE THE GAP

Generally, Brookson Solutions' employees source their work on their own or via a recruitment agency. Also, due to the nature of an Umbrella Company, Brookson Solutions has little involvement in negotiating the rates agreed for the services provided. Brookson Solutions trust that recruiters have the necessary understanding of current market relevant rates for the services provided by our employees.

Brookson Solutions prides itself on working effectively with trusted recruitment agencies, this relationship will continue to ensure adequate and equal pay rates are proffered to its employees. Brookson Solutions is committed to ensuring accessibility to all contracting roles and recognises the need to attract talented individuals for each role, regardless of gender.