

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 2017 – 4th April 2018.

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	7.55
Median Difference in Hourly Rate	7.54
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%)	79.75	20.25	130	33
UPPER MIDDLE (50-75%)	73.78	26.22	121	43
LOWER MIDDLE (25-50%)	74.85	25.15	122	41
LOWER (0-25%)	74.39	25.61	122	42
TOTAL			495	159



WRITTEN STATEMENT

Since the last Gender Pay Gap Report in 2018, the pay gap has reduced from a mean average of 12.4% (median average 10.3%) down to just 7.55% (median average 7.54%), a reduction of almost 5%, which illustrates the reduction in the gap that has taken place since the previous Snapshot Date. Furthermore, the number of individuals included in this Report has increased since the last report, rising from 493 to 654. This demonstrates the growth in the umbrella market has not negatively impacted on the Pay Gap and Brookson Solutions has continued to take steps to ensure the gender pay gap continues to shrink.

Brookson Solutions predominantly employ individuals within the construction and engineering sectors, which are largely male dominated sectors. This evidences why only 24.3% of those employed by Brookson Solutions are female.

Given the nature of contracting whereby there is a risk, at short notice, of no available work, the number of people who choose to operate this way is limited. Also, evidence suggests that women prioritise job security, regular income and childcare stability, which come with traditional employment and thus further explains why over three quarters of those employed by Brookson Solutions are male.

Generally, Brookson Solutions' employees source their work on their own or via a recruitment agency; as such and 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.

HOW WE WILL REDUCE THE GAP

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.