

Brookson Solutions Limited Gender Pay Gap Report 2017

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 2016 – 4th April 2017.

It is worth being clear at this point that 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	12.4
Median Difference in Hourly Rate	10.3
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.

Pay Quartiles

	Men %	Women %	No. of Men	No. of Women
Upper (75-100%)	88.5	11.5	108	14
Upper Middle (50-75%)	72.6	27.4	90	34
Lower Middle (25-50%)	79.7	20.3	98	25
Lower (0-25%)	73.6	26.6	91	33
Total			387	106

Written Statement

Evidently the contracting market is heavily male dominated with only 21.5% of Brookson Solutions Limited's contractors being female. This may be due to familial circumstances and women prioritising job security and regular income that comes with employment rather than contracting. Contractors are inherently at risk of there being times where there is no work available, or that their services are not required. Fundamentally this limits the number of people who choose to operate as a contractor.

Generally, contractors source their work on their own or via a recruitment agency, as such and due to the nature of an Umbrella Company, Brookson Solutions Limited has little involvement in the rates agreed for the services provided. Brookson Solutions Limited entrust that recruiters have the necessary understanding of current market relevant rates for the services provided by contractors.

How we will reduce the Gap

Going forward we will continue to work with recruitment agencies in order to ensure adequate and equal pay rates are negotiated for our contractors. We are committed to ensuring accessibility to all contracting roles and recognise the need to attract the most talented individual for a role regardless of gender.