

# ethero

## Strategic Staffing

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### Gender Pay Gap Report

2021



## **Executive Summary**

Ethero Ltd. (Ethero Strategic Staffing) have two distinct types of workers. Permanent Staff and Temporary Workers.

By and large, the pay rates of temporary workers engaged by Ethero on behalf of clients are dictated from the client side with Ethero having only consultative / advisory input as and where appropriate.

The results for Temporary Workers are very positive showing little difference in Mean pay for male and female Temporary Workers and no difference in Median pay for male and female Temporary Workers.

There is a 2.95% Gap between Male and Female in the Mean average.

There is a 0.00% Gap between Male and Female in the Median average.

This is explained by the fact that more male workers in our temporary workforce work in technical or engineering related positions which have a higher client led pay rate. Overall, however there is almost no gender related difference in pay rates for our temporary workers.

For Permanent Staff there is a difference of 33.74% between male and female mean hourly earnings and 25.00% of median earnings. This reflects the number of male employees engaged in middle and senior management positions compared to females. There is also an impact based on a small number of administration roles in the business, which, compared to operational roles, make up 14% of the employee number. Females occupy all these roles. Ethero pays market rates for these roles.

Ethero Ltd. has clear salary bandings for permanent employees by role and experience, which are not gender related.

### **Bonus Payments – Temporary Staff**

In the period, 158 female and 325 male workers were paid bonus. There was a positive difference in favour of females in the Mean average, which equates to a gap of 9.07%. This is due to more females doing one particular role at one agricultural client. We can observe that there was a positive difference in favour of males in the Median average, which equates to a gap of 10%.

### **Bonus Payments – Permanent Workers**

In the period 23 female and 20 male employees were paid bonus. There was difference in favour of male employees which equates to a gap of 33.74% in the Mean average and 25.00% in the Median average. This is a reflection of the fact that more females are employed in the business in customer service related roles than males and that the overall demographic of Ethero's permanent workforce of 18 is made up of 11 females and 7 males. In all cases, Ethero has clearly defined bonus / commission structures which are role related and not gender related.

### **Quartiles**

Below figures, reflect the full combination of temporary and permanent workers.

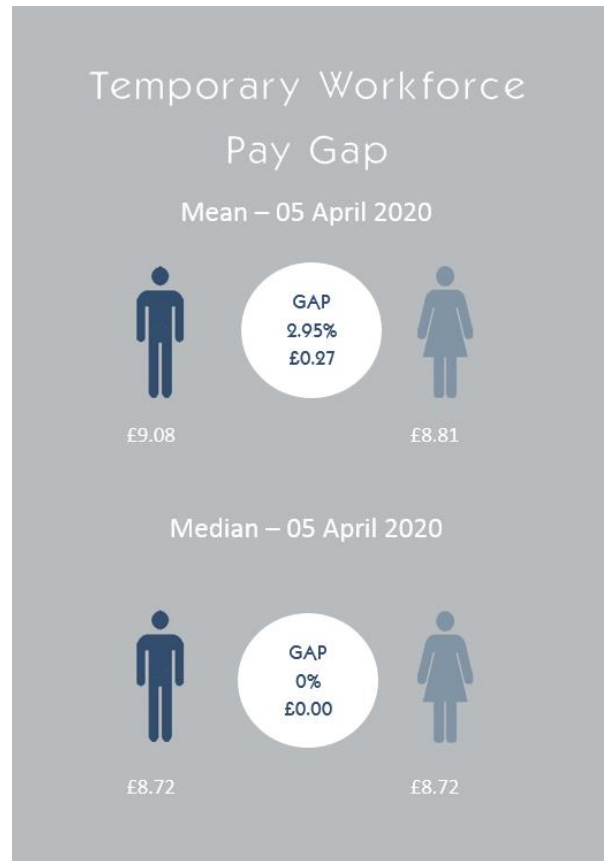
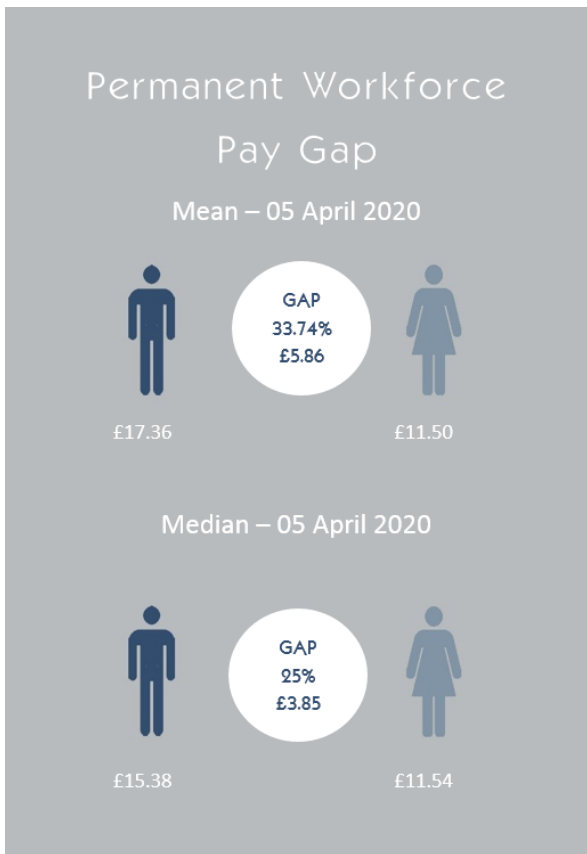
All quartiles within our business are dominated by male employees with more (63%) of the workforce being male compared to females (37%). This is primarily a reflection of the vast majority of temporary workers employed being male which is dictated by the fact that more males apply for manual industrial work than females.

# Gender Pay Reporting Data

TEMPORARY WORKFORCE HOURLY PAY				
	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEDIAN AVERAGE
<b>FEMALE</b>	£1,629.60	185	£8.81	£8.72
<b>MALE</b>	£2,977.15	328	£9.08	£8.72
<b>DIFFERENCE</b>	£1,347.55	143	£0.27	£0.00
PERMANENT WORKFORCE HOURLY PAY				
	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEDIAN AVERAGE
<b>FEMALE</b>	£126.49	11	£11.50	£11.54
<b>MALE</b>	£121.49	7	£17.36	£15.38
<b>DIFFERENCE</b>	£5.00	4	£5.86	£3.85

BONUS PAYMENTS TEMPORARY STAFF				
	TOTAL BONUS PAY	NUMBER OF WORKERS PAID BONUS	MEAN AVERAGE	MEDIAN AVERAGE
<b>FEMALE</b>	£42,137.92	158	£266.70	£100.00
<b>MALE</b>	£78,817.42	325	£242.52	£110.00
<b>DIFFERENCE</b>	<b>£36,679.50</b>	<b>167</b>	<b>£24.18</b>	<b>£10.00</b>
BONUS PAYMENTS PERMANENT STAFF				
	TOTAL BONUS PAY	NUMBER OF WORKERS PAID BONUS	MEAN AVERAGE	MEDIAN AVERAGE
<b>MALE</b>	£61,458.36	23	£2,672.10	£1,855.12
<b>FEMALE</b>	£46,571.48	20	£2,328.57	£1,242.70
<b>DIFFERENCE</b>	<b>£14,886.88</b>	<b>3</b>	<b>£343.53</b>	<b>£612.43</b>

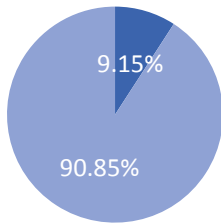
# Gender Pay Reporting Data



# Bonus Pay Gap

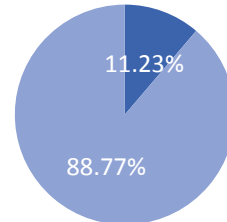
TEMPORARY WORKFORCE % GAP	
<b>MEAN % GAP</b>	<b>MEDIAN % GAP</b>
9.07%	10.00%

MALE WORKFORCE  
3551 EMPLOYEES



■ % BONUS RECEIVED ■ % NO BONUS RECEIVED

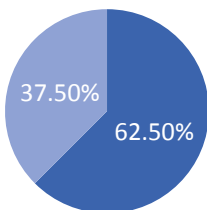
FEMALE WORKFORCE  
1407 EMPLOYEES



■ % BONUS RECEIVED ■ % NO BONUS RECEIVED

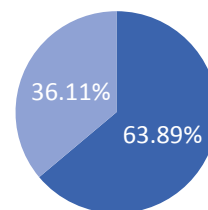
PERMANENT WORKFORCE % GAP	
<b>MEAN % GAP</b>	<b>MEDIAN % GAP</b>
12.86%	33.01%

MALE WORKFORCE  
32 EMPLOYEES



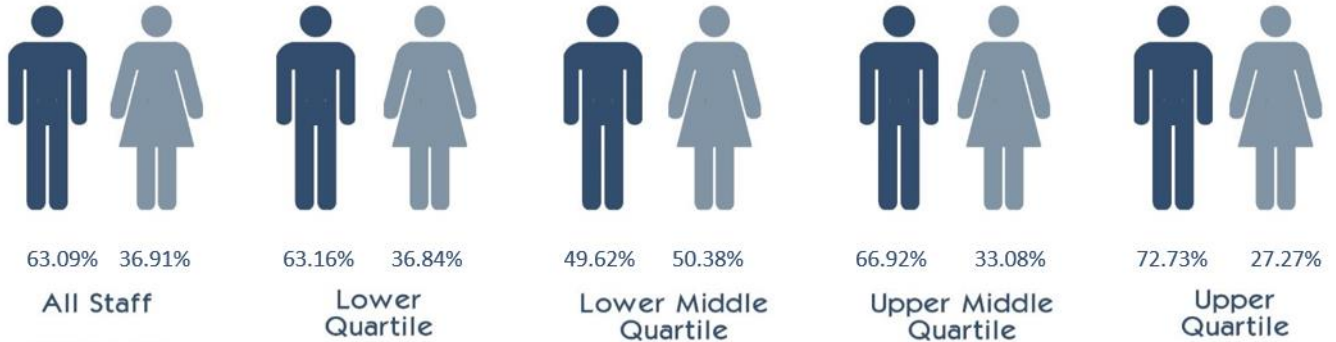
■ % BONUS RECEIVED ■ % NO BONUS RECEIVED

FEMALE WORKFORCE  
36 EMPLOYEES



■ % BONUS RECEIVED ■ % NO BONUS RECEIVED

# Combined Hourly Pay Quartiles



COMBINED HOURLY PAY				
	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEDIAN AVERAGE
<b>FEMALE</b>	£1,756.09	196	£8.96	£8.72
<b>MALE</b>	£3,098.64	335	£9.25	£8.77
		<b>% GAP</b>	<b>3.14%</b>	<b>0.57%</b>

COMBINED BONUS				
	TOTAL BONUS	NUMBER OF WORKERS RECEIVED BONUS	MEAN AVERAGE	MEDIAN AVERAGE
<b>FEMALE</b>	£103,596.28	181	£572.36	£117.00
<b>MALE</b>	£125,388.90	345	£363.45	£130.00
		<b>% GAP</b>	<b>36.5%</b>	<b>11.11%</b>