

# ethero

## Strategic Staffing

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# Gender Pay Gap Report

2022



## **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 3.64 Gap between Male and Female in the Mean average.

There is a 3.53 Gap between Male and Female in the Median average.

This has 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 0.2% between male and female mean hourly earnings and 0.0% 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 13.8% 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, 252 female and 433 male workers were paid bonus. There was a positive difference in favour of females in the Mean average, which equates to a gap of 8.35%. 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 females in the Median average, which equates to a gap of 10.49%.

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

In the period 17 female and 12 male employees were paid bonus. There was difference in favour of female employees, which equates to a gap of 1.38% in the Mean average and 0.00% in the Median average. This is a reflection of the fact that more females has employed in the business in customer service-related roles than males and that the overall demographic of Ethero's permanent workforce of 36 is made up of 18 females and 18 males. In all cases, Ethero has clearly defined bonus / commission structures that 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 (63.38%) of the workforce being male compared to females (36.62%). This is primarily a reflection of the vast majority of temporary workers employed being male which has dictated by the fact that more males apply for manual industrial work than females.

# Gender Pay Reporting Data

TEMPORARY WORKFORCE				
	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEDIAN AVERAGE
FEMALE	£2,718.04	295	£9.21	£9.00
MALE	£5,666.68	603	£9.40	£9.08
DIFFERENCE	£2,948.64	308	£0.19	£0.08

TEMPORARY WORKFORCE				
	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEAN AVERAGE
FEMALE	£2,448.97	246	£9.96	£9.84
MALE	£4,545.55	440	£10.33	£10.20
DIFFERENCE	£2,096.58	£194.00	£0.38	£0.36

PERMANENT WORKFORCE				
	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEAN AVERAGE
FEMALE	£197.97	18	£12.17	£11.50
MALE	£272.30	18	£15.13	£11.50
DIFFERENCE	£74.33	£0.00	£2.96	£0.00

TEMPORARY WORKFORCE					
	TOTAL BONUS PAY	NUMBER OF WORKERS	NUMBER OF WORKERS PAID BONUS	MEAN AVERAGE	MEDIAN AVERAGE
FEMALE	£55,954.66	1024	252	£222.04	£115.64
MALE	£88,120.75	2219	433	£203.51	£103.50
DIFFERENCE	<b>£32,166.09</b>	<b>1195.00</b>	<b>181.00</b>	<b>18.53</b>	<b>-12.14</b>

PERMANENT WORKFORCE					
	TOTAL BONUS PAY	NUMBER OF WORKERS	NUMBER OF WORKERS PAID BONUS	MEAN AVERAGE	MEDIAN AVERAGE
FEMALE	£5,450.00	18	17	£320.59	£150.00
MALE	£3,900.00	18	12	£325.00	£150.00
DIFFERENCE	<b>£1,550.00</b>	<b>0.00</b>		<b>£4.41</b>	<b>£0.00</b>

# Gender Pay Reporting Data

## Temporary Workforce Pay Gap

Mean - 05 April 2022



GAP  
3.64%  
£0.38



Median - 05 April 2022



GAP  
3.53%  
£0.36



## Permanent Workforce Pay Gap

Mean - 05 April 2022



GAP  
19.54%  
£2.96



Median - 05 April 2022

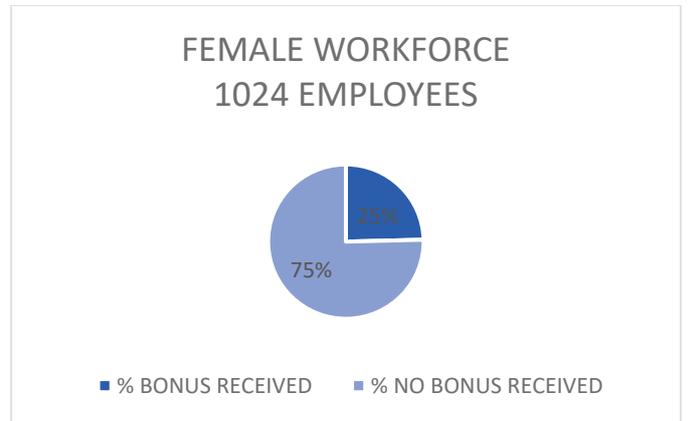
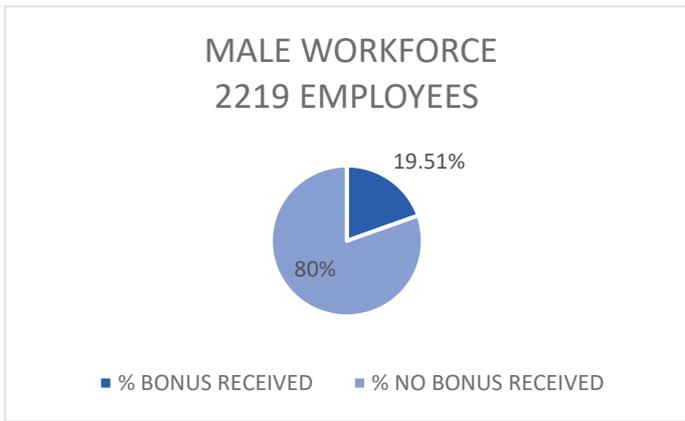


GAP  
0.00%  
£0.00

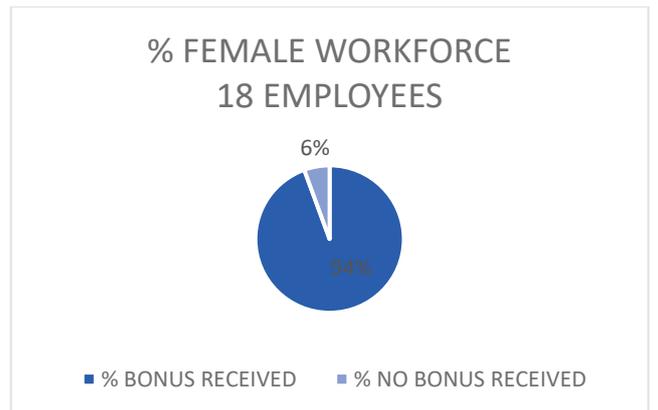
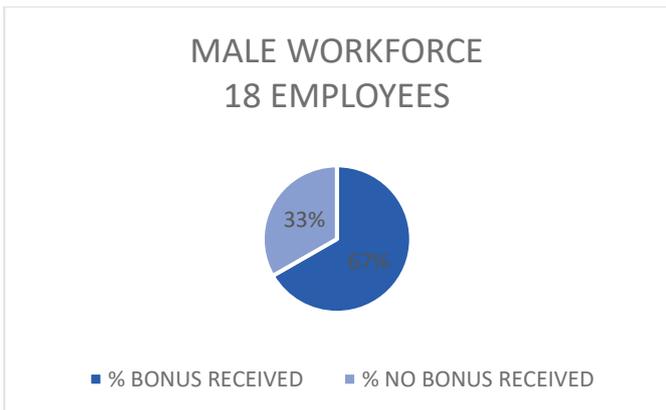


# Bonus Pay Gap

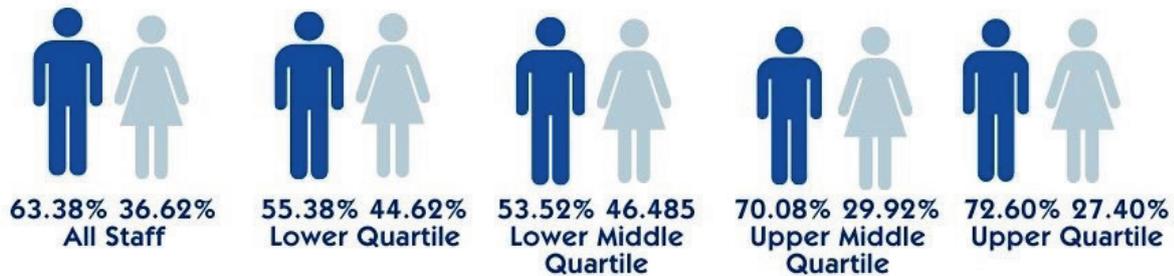
TEMPORARY WORKFORCE % GAP	
<b>MEAN % GAP</b>	<b>MEDIAN % GAP</b>
6.50%	2.86%



PERMANENT WORKFORCE % GAP	
<b>MEAN % GAP</b>	<b>MEDIAN % GAP</b>
1.38%	0.00%



# Combined Hourly Pay Quartiles



COMBINED HOURLY PAY				
	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEDIAN AVERAGE
FEMALE	£2,646.94	264	£22.13	£21.34
MALE	£4,817.85	458	£25.46	£21.70
		% GAP	£0.20	0.00%

COMBINED BONUS				
	TOTAL BONUS	NUMBER OF WORKERS RECEIVED BONUS	MEAN AVERAGE	MEDIAN AVERAGE
FEMALE	£61,404.66	1042	269	£228.27
MALE	£92,020.75	2237	445	£206.79
		% GAP	9.41%	-10.91%