

# ethero

## Strategic Staffing

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# Gender Pay Gap Report

## 2017



## **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 and Median pay for male and female Temporary Workers.

There is a 0.39% Gap between Male and Female in the Mean average.  
There is a 0.69% 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 29.2% between male and female mean hourly earnings and 22.01% 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. These roles are all occupied by females. 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 62 female and 97 male workers were paid bonus. There was a positive difference in favour of females which equates to a gap of 56.98% in the Mean average and 55.81% in the median average. This is due to more females doing one particular role at one agricultural client.

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

In the period 14 female and 8 male employees were paid bonus. There was difference in favour of male employees which equates to a gap of 44.18% in the Mean average and 27.44% 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 32 is made up of 19 females and 13 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 (78%) of the workforce being male compared to females (22%). 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>	£926.44	120	£7.72	£7.20
<b>MALE</b>	£3,700.39	481	£7.69	£7.25
<b>DIFFERENCE</b>	<b>£2,773.95</b>	<b>361</b>	<b>£0.03</b>	<b>-£0.05</b>

## PERMANENT WORKFORCE HOURLY PAY

	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEDIAN AVERAGE
<b>FEMALE</b>	182.83	19	£9.62	£9.00
<b>MALE</b>	176.69	13	£13.59	£11.54
<b>DIFFERENCE</b>	<b>6.14</b>	<b>6</b>	<b>£3.97</b>	<b>£2.54</b>

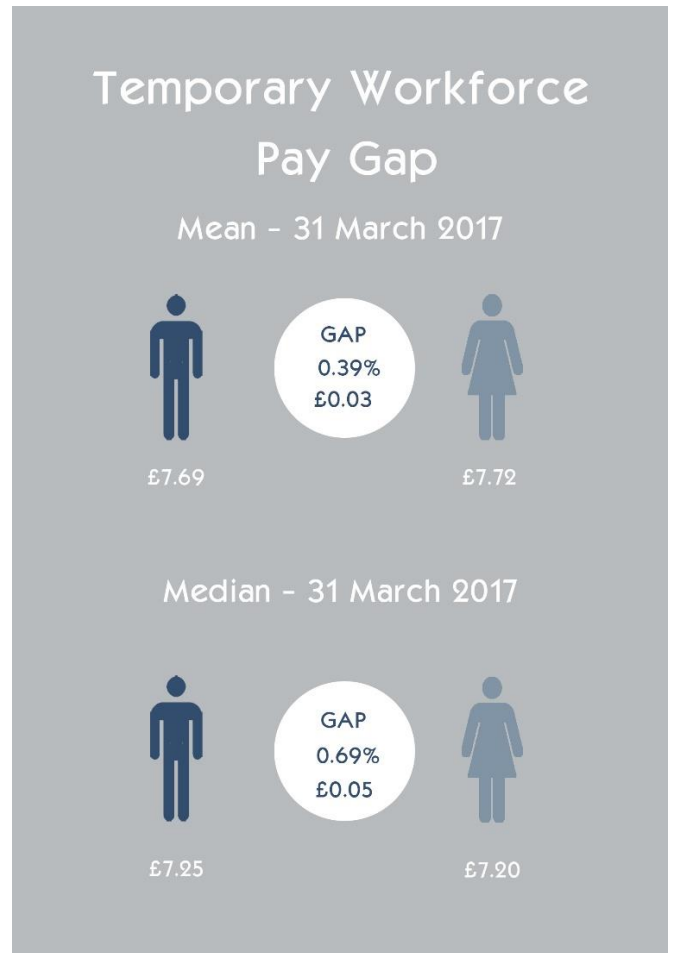
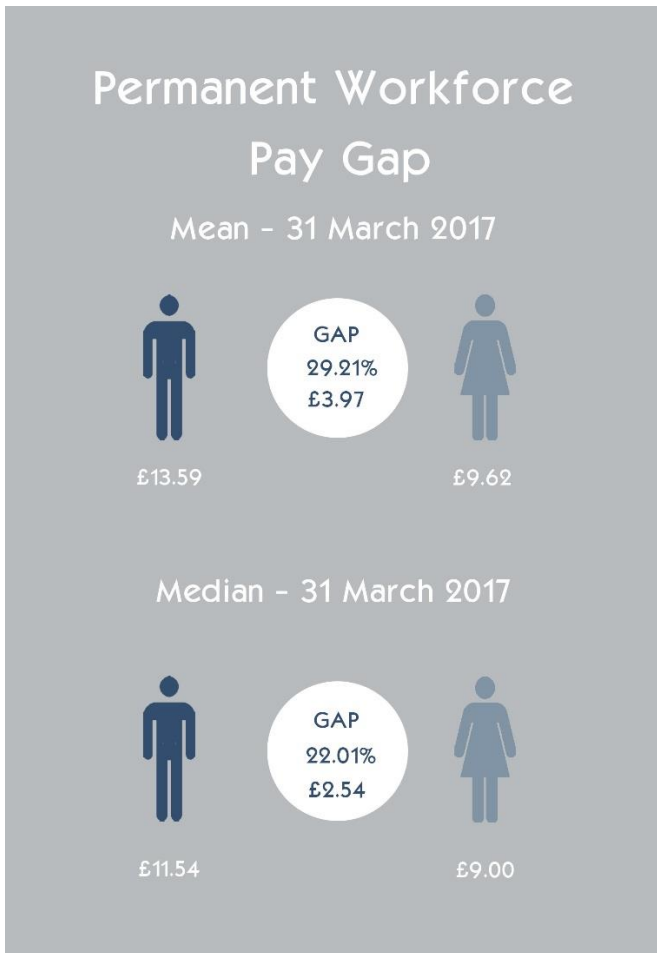
## BONUS PAYMENTS TEMPORARY STAFF

	TOTAL BONUS PAY	NUMBER OF WORKERS PAID BONUS	MEAN AVERAGE	MEDIAN AVERAGE
<b>FEMALE</b>	£42,220.62	62	£680.98	£237.81
<b>MALE</b>	£28,413.95	97	£292.93	£105.10
<b>DIFFERENCE</b>	<b>£13,806.67</b>	<b>35</b>	<b>443.42</b>	<b>132.71</b>

## BONUS PAYMENTS PERMANENT STAFF

	TOTAL BONUS PAY	NUMBER OF WORKERS PAID BONUS	MEAN AVERAGE	MEDIAN AVERAGE
<b>MALE</b>	£53,015.03	8	£6,626.88	£4,077.12
<b>FEMALE</b>	£51,787.28	14	£3,699.09	£2,958.33
<b>DIFFERENCE</b>	<b>£1,227.75</b>	<b>6</b>	<b>£2,927.79</b>	<b>£1,118.79</b>

# Gender Pay Reporting Data

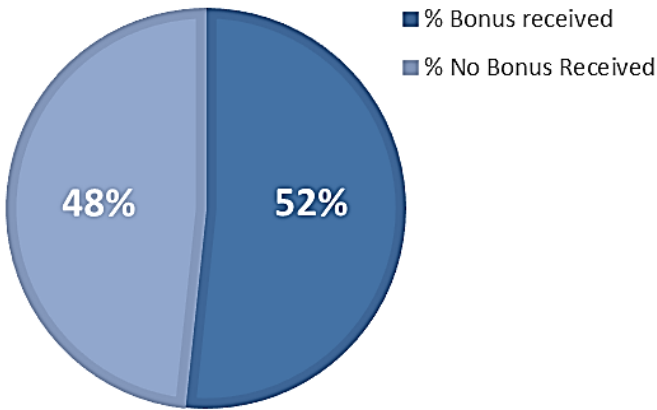


# Bonus Pay Gap

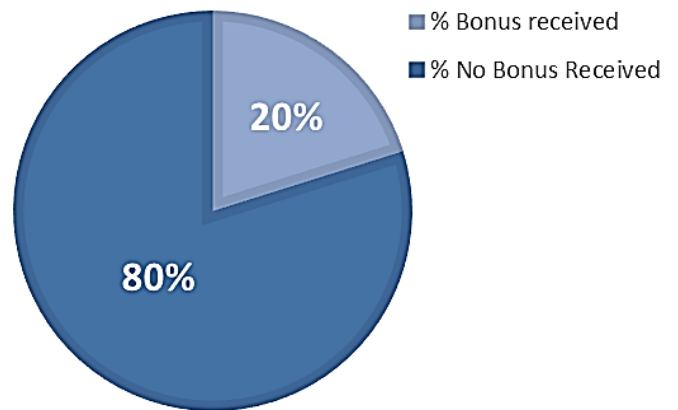
## TEMPORARY WORKFORCE % GAP

MEAN % GAP	MEDIAN % GAP
56.98%	55.81%

### FEMALE WORKFORCE 120 EMPLOYEES



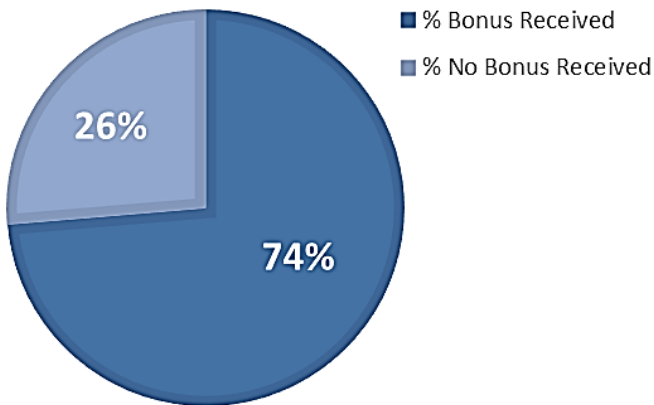
### MALE WORKFORCE 481 EMPLOYEES



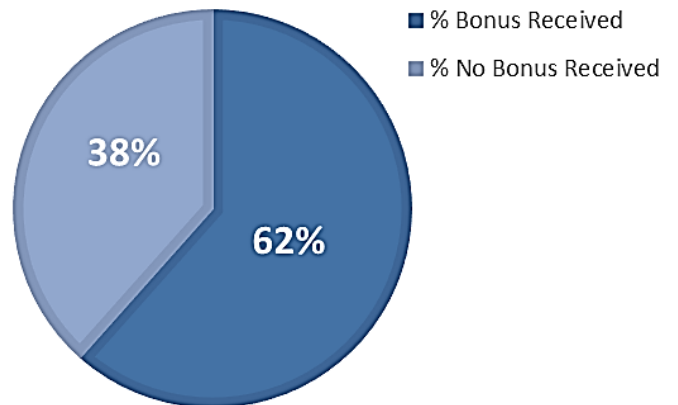
## PERMANENT WORKFORCE % GAP

MEAN % GAP	MEDIAN % GAP
44.18%	27.44%

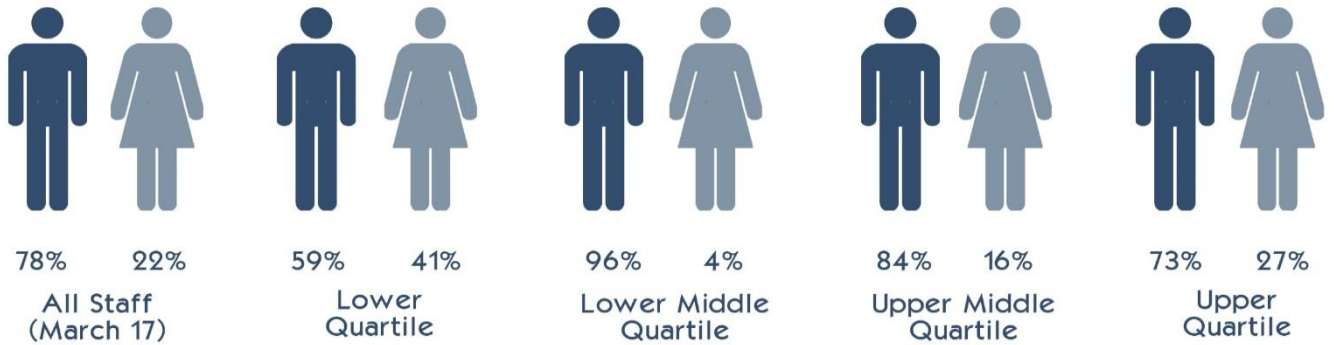
### FEMALE WORKFORCE 19 EMPLOYEES



### MALE WORKFORCE 13 EMPLOYEES



# Combined Hourly Pay Quartiles



COMBINED HOURLY PAY				
	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEDIAN AVERAGE
MALE	£3,877.08	494	£7.85	£7.25
FEMALE	£1,109.27	139	£7.98	£7.25
		% GAP	1.63%	0%

COMBINED BONUS				
	Total Bonus	Number of Workers received bonus	Mean Average	Median Average
MALE	£81,428.98	105	£775.51	118.68
FEMALE	£94,007.90	76	£1,236.95	360
		% GAP	37.30%	67.03%