

# ethero

## Strategic Staffing

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# Gender Pay Gap Report 2018



## **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 of 1.18% and no difference in Median pay for male and female Temporary Workers. This is the reflection of the fact that pay rates for temporary workers in the bulk of ethero's workforce was all at one pay rate of £7.83 regardless of whether the worker was male or female.

For Permanent Staff there is a difference of 34.97% between male and female mean hourly earnings and 36.83% 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 22% of the employee number. These roles are all occupied by females. In general ethero pays ahead of 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 56 female and 152 male workers were paid bonus. There was a positive difference in favour of females which equates to a gap of 60.45% in the Mean average and 56.10% in the Median average in terms of the size of these bonus payments. This is due to more females doing one particular role at one of ethero's largest agricultural client. These roles all attract significant weekly bonuses.

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

In the period 21 female and 8 male employees were paid bonus. There was difference in favour of male employees which equates to a gap of 17.35% in the Mean average and 24.05% 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 34 is made up of 24 females and 10 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 (65.21%) of the workforce being male compared to females (34.79%). 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

## PERMANENT WORKFORCE HOURLY PAY

	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEDIAN AVERAGE
<b>MALE</b>	£154.70	10	£15.47	£13.90
<b>FEMALE</b>	£241.54	24	£10.06	£8.78
<b>DIFFERENCE</b>	-£86.84		£5.41	£5.12

## TEMPORARY WORKFORCE HOURLY PAY

	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEDIAN AVERAGE
<b>MALE</b>	£2,852.64	348	£8.20	£7.83
<b>FEMALE</b>	£1,352.79	167	£8.10	£7.83
<b>DIFFERENCE</b>	<b>£1,499.85</b>		<b>£0.10</b>	<b>£0.00</b>

## BONUS PAYMENTS TEMPORARY WORKFORCE

	TOTAL BONUS	NUMBER OF WORKERS PAID BONUS	MEAN AVERAGE	MEDIAN AVERAGE
<b>Male</b>	£43,548.35	152	£286.50	£83.59
<b>Female</b>	£40,563.39	56	£724.35	£190.40
<b>DIFFERENCE</b>	£2,984.96		£437.84	£106.81

## BONUS PAYMENTS PERMANENT WORKFORCE

	TOTAL BONUS	NUMBER OF WORKERS RECEIVED BONUS	MEAN AVERAGE	MEDIAN AVERAGE
<b>Male</b>	£31,965.11	8	£3,995.64	£2,087.90
<b>Female</b>	£69,348.06	21	£3,302.29	£1,585.68
<b>DIFFERENCE</b>	<b>£37,382.95</b>		<b>£693.35</b>	<b>£502.22</b>

# Gender Pay Reporting Data

## PERMANENT WORKFORCE PAY GAP

Mean – 05 April 2018

Median – 05 April 2018



## TEMPORARY WORKFORCE PAY GAP

Mean – 05 April 2018

Median – 05 April 2018

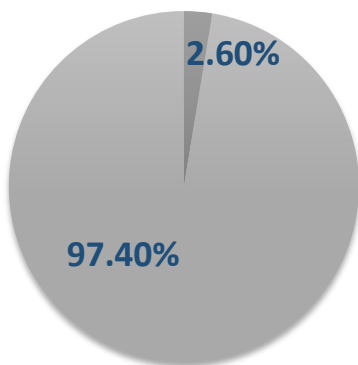


# Bonus Pay Gap

## TEMPORARY WORKFORCE % GAP

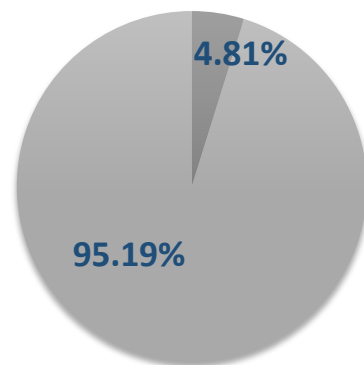
MEAN % GAP	MEDIAN % GAP
60.45%	56.10%

### FEMALE WORKFORCE 2156 EMPLOYEES



■ % BONUS RECEIVED ■ % NO BONUS RECEIVED

### MALE WORKFORCE 3161 EMPLOYEES

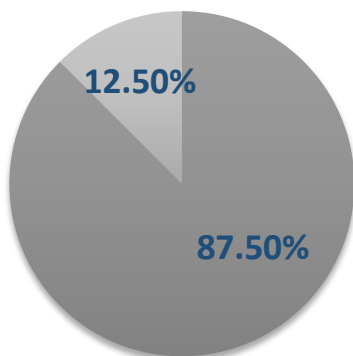


■ % BONUS RECEIVED ■ % NO BONUS RECEIVED

## PERMANENT WORKFORCE % GAP

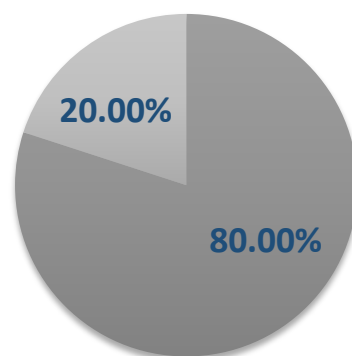
MEAN % GAP	MEDIAN % GAP
17.35%	24.05%

### FEMALE WORKFORCE 24 EMPLOYEES



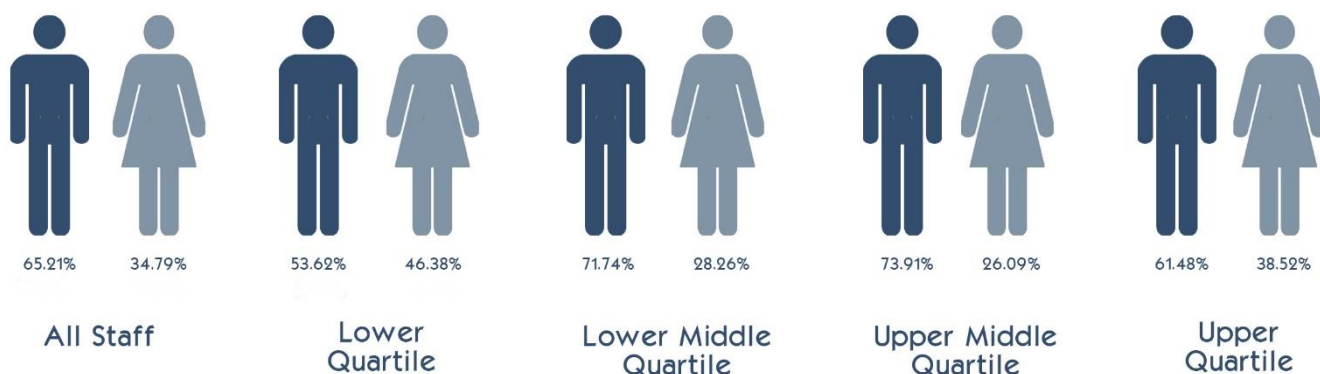
■ % BONUS RECEIVED ■ % NO BONUS RECEIVED

### MALE WORKFORCE 10 EMPLOYEES



■ % BONUS RECEIVED ■ % NO BONUS RECEIVED

# Combined Hourly Pay Quartiles



COMBINED HOURLY PAY				
	TOTAL HOURLY PAY	NUMBER OF WORKERS	MEAN AVERAGE	MEDIAN AVERAGE
MALE	£3,007.34	358	£8.40	£7.83
FEMALE	£1,594.33	191	£8.35	£7.83
		% GAP	0.63%	0%

COMBINED BONUS				
	TOTAL BONUS	NUMBER OF WORKERS RECEIVED BONUS	MEAN AVERAGE	MEDIAN AVERAGE
MALE	£75,513.46	160	£471.96	92.4
FEMALE	£109,911.45	77	£1,427.42	446.52
		% GAP	66.94%	79.31%