



# PeopleScout Gender Pay Gap Report 2018

This report sets out the results for the snapshot date of 5<sup>th</sup> April 2018 and provides additional background information regarding our gender pay gap.



# 2018 Gender Pay Gap

As a business we are committed to being a diverse and inclusive organisation, where all employees have the opportunity to fulfil their potential.

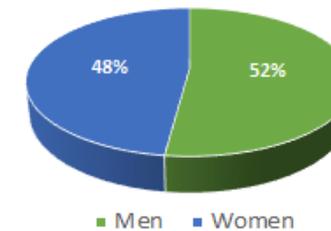
We recognise how important being a diverse and inclusive organisation is and are not complacent in our actions as we know there are always areas in which we can improve.

On an annual basis the Government requires all UK companies with 250 or more employees to analyse its payroll and report on the gender pay gap.

Gender pay gap reporting shows the difference between the average employee earnings for men and women in our business. This is different to equal pay and as a business PeopleScout is committed to ensuring that employees are paid equally for jobs that are the same, similar or of equal value irrespective of gender.

Our gender profile remains balanced at almost 50:50.

**Employee Gender Profile**



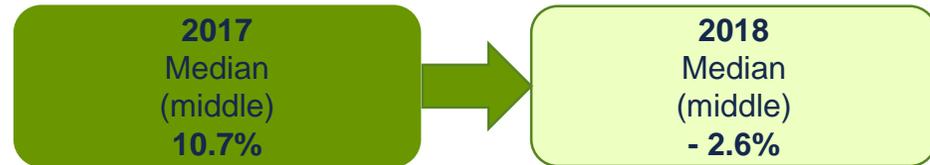
The 12 months up to the 5<sup>th</sup> April 2018 snapshot date saw positive movement in our pay quartiles and the overall gender pay gap results. In particular our median reporting for 2018 showed that there was no longer a pay gap in favour of men.

Although good progress has been made in relation to our gender pay gap, we recognise that there is still work to be done to improve gender diversity at senior levels. We will continue to explore initiatives to encourage and improve the development and advancement of future female leaders.

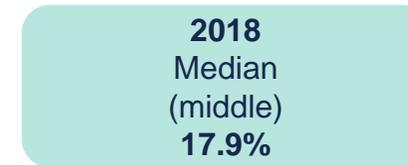
# 2018 Gender Pay Gap

Our 2018 gender pay gap results show a significant improvement in both the median and mean figures, when compared with 2017. The most notable change is in our median gender pay gap figure, which saw a substantial 13.3% transition. In 2017 the median pay gap indicated that men were being paid 10.7% an hour more than women. 2018 has seen the gap disappear completely, to the point where the median gender pay gap now shows women being paid 2.6% an hour more than men. The figure of -2.6% is significant as it compares to the Office of National Statistics (ONS) figure of 17.9%.

## PeopleScout's Median Gender Pay Gap



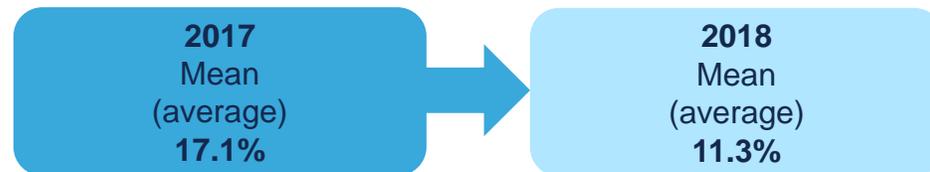
## ONS Median Gender Pay Gap Figure



## What is the median figure?

The median pay gap is the difference between the midpoint in the ranges of hourly rates of pay for women and men. To establish the median the hourly rates of pay for women and men are organised in two separate lines, in order from lowest to highest. The middle salary for each group is the median. The Office of National Statistics favours the use of the median measurement as it is seen as a better indication of employee pay compared to the mean (average) figure, which can be adversely affected by small number of people on higher salaries.

## PeopleScout's 2018 Mean Gender Pay Gap Figure



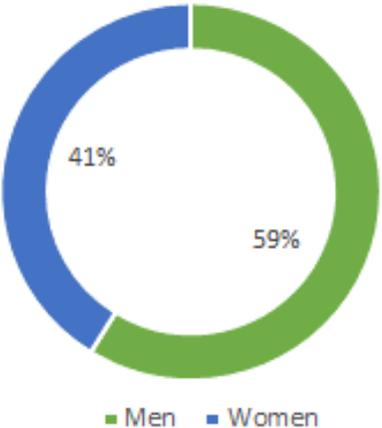
The mean gender pay gap is the difference between the average hourly earnings of men and women and there has also been a positive progress in reducing this gap. We recognise that the mean average is, as suggested by the Office of National Statistics, adversely affected by the gender profile of a smaller number of employees at a senior level and as a business we are committed to improving gender diversity at these levels.

\*PeopleScout UK median and mean figures are as of the 5<sup>th</sup> April 2018 snapshot date.

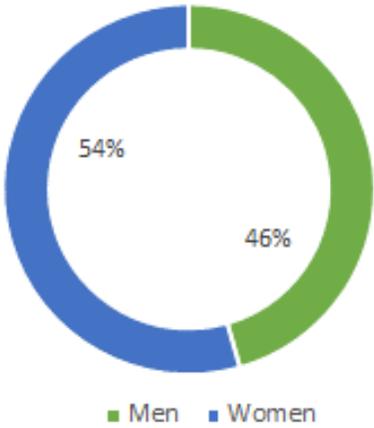
# 2018 Gender Pay Gap

The pay quartile information below shows the gender mix profile for 4 evenly sized groups, after ranking all employees from highest to lowest by hourly rate of pay.

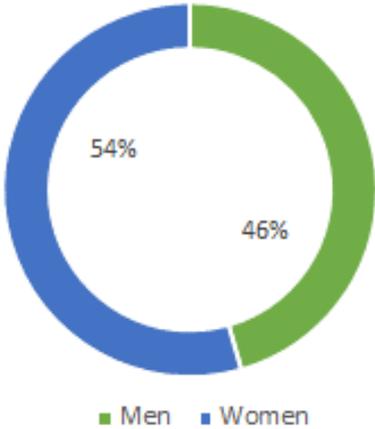
Lower pay quartile



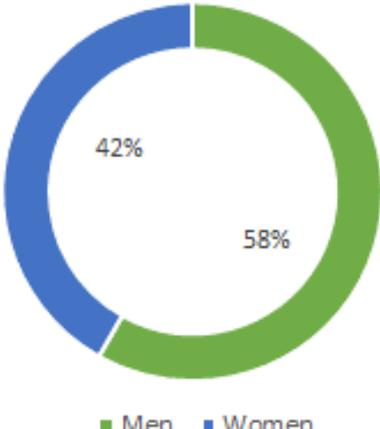
Lower middle pay quartile



Upper middle pay quartile



Upper pay quartile



In 2018 there was an encouraging 6% increase in the percentage of women in the upper and 2% in the upper middle quartiles, when compared with the 2017 figures. 2018 also saw a reduction in the percentage of women in the lower quartiles, with a 7% reduction in the lower middle and a 1% reduction in the lower quartile. This positive shift in the pay profile has contributed to the significant movement in both the Median and Mean gender pay gap figures.

Discretionary bonus payments in 2018 were restricted to a very small number of employees and were related to specific projects and financial targets. During the reference period 1.4% of PeopleScout’s employees received a bonus payment. 2.8% of all men employed by PeopleScout received a bonus payment and no women. This distribution of bonus payments resulted in a 100% mean and median average bonus gender pay gap. The bonus payment reference period was the year up to 5th April 2018 and reflected 2017 results.

# The Future

The period between the 2017 and 2018 gender pay gap reports has seen a significant amount of transformation within the business and we know already that the pace of change will continue. This changing environment enables us to review business structures and create opportunity for the development and growth of all our employees. Through identifying the right person for the role, irrespective of gender, this enables the business to continually look at the profile of the workforce and encourage the progression of our future female talent.

The reasons for a gender pay gap can be complex and varied, however through the ongoing monitoring of this information, we increase our understanding of the challenges that exist and identify key interventions and changes in the business to drive progress.

One key intervention we have made is the formation of a new group focused on the development of more female talent into senior roles. The group will help us better understand areas where we can improve, identify potential interventions, cascade ideas and initiatives to female employees and generally support the progression of our female employees. The group is made up of the following representatives from across the business:

Heather DeLand	Lisa Hayward
Laura Pope	Helena Smith
Suzi Fox	Monica Goncalves
Julia Windridge	Andrew Wilkinson
Maxine Ward	Paul Towills

The focus of this group is to:

- » Build a profile for the women in our business
- » Identify and plan activities that drive positive change and inclusion
- » Consider potential blockers and opportunities
- » Communicate progress to the business

## DECLARATION

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

**Andrew Wilkinson**

**Executive Leader, Group Managing Director of EMEA & APAC**