

# Gender Pay Gap Report 2024/25



The Job People is a recruitment business that operates within the food, industrial, transport and professional sectors supplying temporary and permanent labour to end users.

In line with our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, we have produced this report to detail the Gender Pay Gap within our organisation. The report is based on data using the snapshot date of 05 April 2024.

Many factors can affect the Gender Pay Gap, including proportion of men and women in different roles at different levels of seniority and more women working part time hours. Our aim is to reduce any Gender Pay Gap that is evident, the annual reporting will assist us with this. The Office for National Statistics (ONS) in their most recent report quotes the overall gender pay gap is 13.1% across all employees.

We have produced 3 reports; one for our temporary workforce, one for our internal permanent staff, and a combined report. We are pleased that the mean gender pay gap within our permanent staff is in favour of women. Within our temporary workforce the gap is explained by more men being in higher skilled industrial work than women, which is generally of an enhanced pay rate. When placing workers in temporary work we do not differentiate between the rates of pay paid to men and women and all workers doing the same job are paid the same rate of pay.

# Combined Temporary and Permanent Worker Gender Pay Gap Report



## Hourly Pay Gap

When we compare the mean hourly wages of our total workforce, women in our organisation earn £1 for every £1 earned by men.

The median hourly rate shows us that women in our total workforce earn 97p, for every £1 earned by men.

Mean Gender Pay Gap = -0.26

■ Women ■ Men



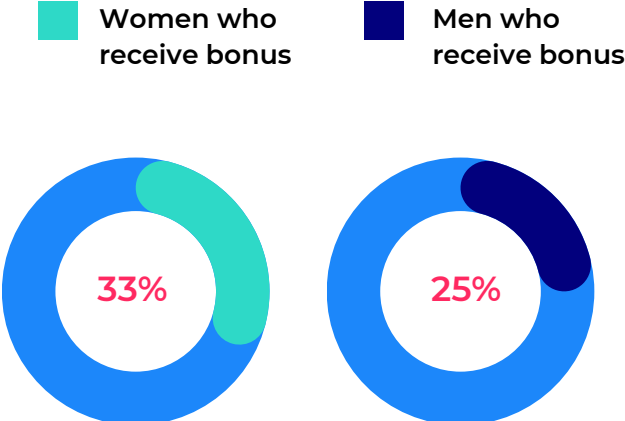
Median Gender Pay Gap = 3.2%

■ Women ■ Men



# Bonus Percentage

When we compare the bonus pay for our total workforce, we find that 33% of women in our organisation receive a bonus, and 25% of men receive a bonus.



# Bonus Pay Gap

The mean bonus shows us that women in our total workforce earn 90p in bonus, for every £1 earned by men.

The median bonus shows us that women in our total workforce earn 89p in bonus, for every £1 earned by men.

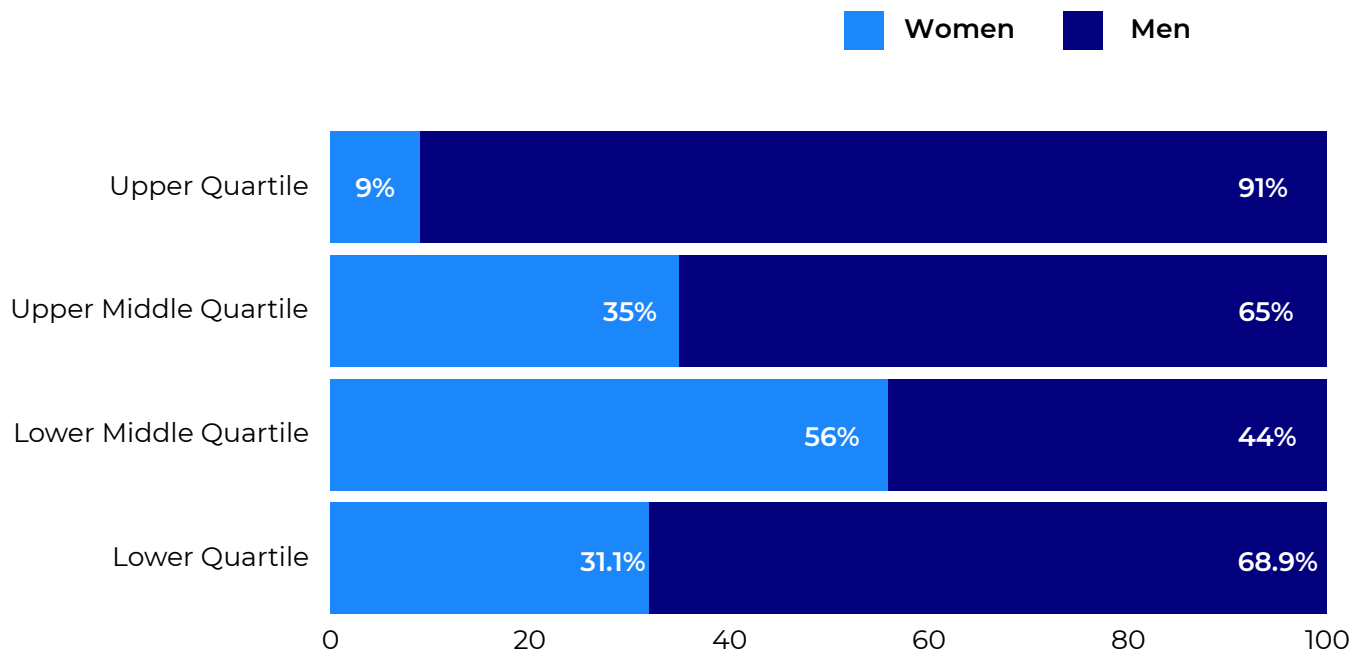
Mean Bonus Gender Pay Gap = 10.25%

Median Bonus Gender Pay Gap = 11.33%



## Pay Quartiles

In our total workforce, women occupy 9% of the highest paid jobs, and represent 31.1% of the lowest paid jobs. Please see the visual representation of the distribution of men and women across each pay quartile below.



# Temporary Workers Gender Pay Gap Report

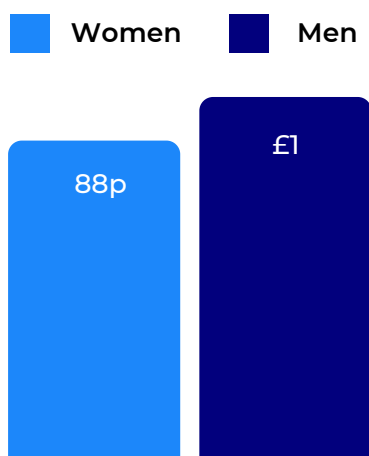


## Hourly Pay Gap

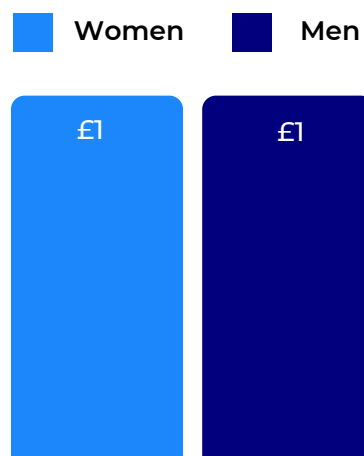
When we compare the mean hourly wages of our temporary workforce, women in our organisation earn 88p for every £1 earned by men.

However, the median hourly rate is 0%, therefore women and men earn the same.

Mean Gender Pay Gap = 12.13%



Median Gender Pay Gap = 0%

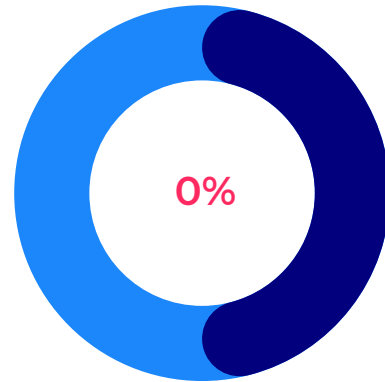


## Bonus Pay Gap

■ Women ■ Men

When we compare the bonus pay for our temporary workers, we find that both men and women receive equal pay.

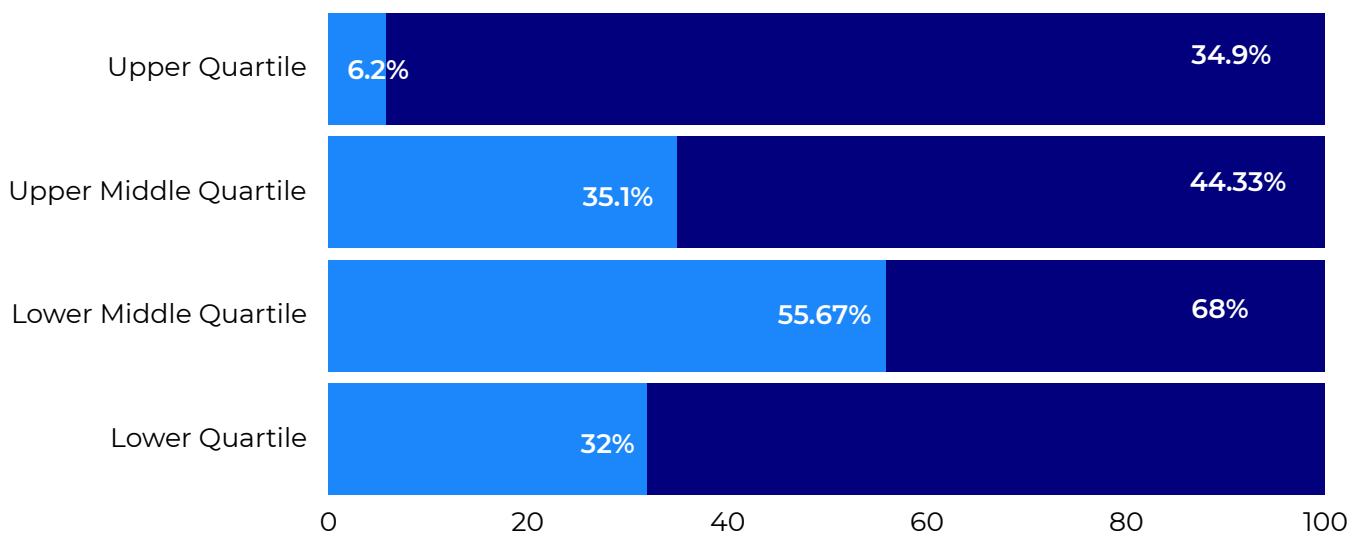
Therefore, for every £1 earned in bonus by women, men also earn £1.



## Pay Quartiles

In our temporary workforce, women occupy 6.2% of the highest paid jobs, and represent 32% of the lowest paid jobs. Please see the visual representation of the distribution of men and women across each pay quartile below.

■ Women ■ Men



# Permanent Workers Gender Pay Gap Report



## Hourly Pay Gap

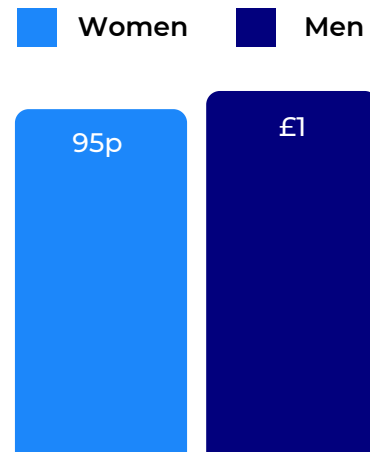
When we compare the mean hourly wages of our permanent workers, women in our organisation earn £1.13 for every £1. earned by men.

However, the median hourly rate is 4.6%. Therefore, women earn 95p for every £1 earned by men.

Mean Gender Pay Gap = -12.65%

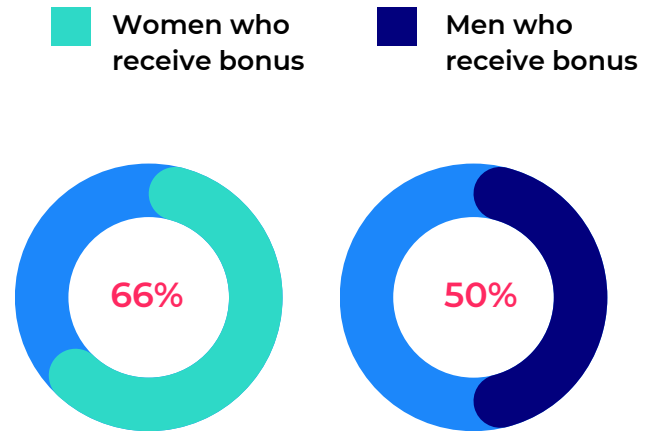


Median Gender Pay Gap = 4.6%



## Bonus Percentage

When we compare the bonus pay for our permanent workers, we find that 66% of women in our organisation receive a bonus, and 50% of men receive a bonus.



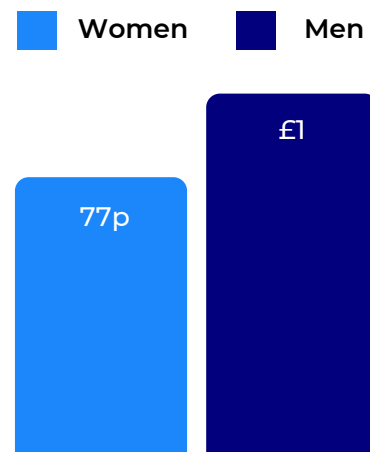
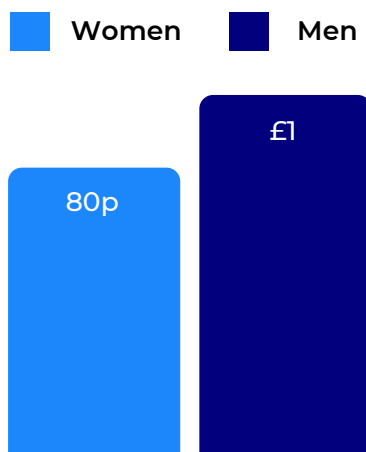
## Bonus Pay Gap

The mean bonus shows us that women earn 80p in bonus, for every £1 earned by men.

The median bonus shows us that women earn 77p in bonus, for every £1 earned by men.

Mean Bonus Gender Pay Gap = 20.5%

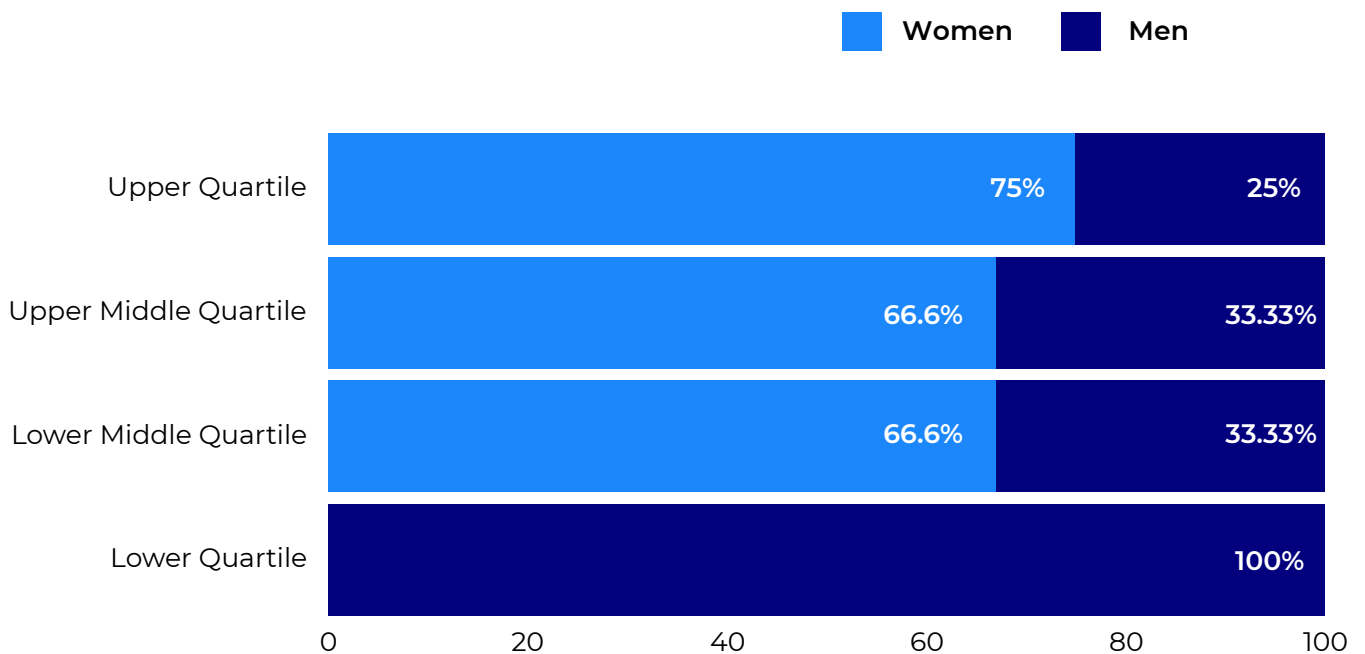
Median Bonus Gender Pay Gap = 22.6%





## Pay Quartiles

In our permanent workforce, women occupy 75% of the highest paid jobs, and represent 0% of the lowest paid jobs. Please see the visual representation of the distribution of men and women across each pay quartile below.



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I confirm the information in this document is accurate on 27.03.2025

**Julie Giles (People, Legal & Compliance Director)**

**Signature**