

Gender Pay Gap Report 2025/26



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 2025.

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 2 reports; one for our temporary workforce and one for our internal permanent staff. 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.

Temporary Workers Gender Pay Gap Report



Hourly Pay Gap

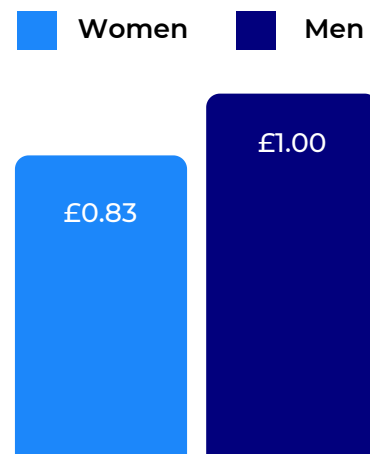
When we compare the mean hourly wages of our temporary workforce the GPG is 9%, therefore women in our organisation earn £0.91 for every £1.00 earned by men.

The median hourly rate is 8.29%, therefore women earn £0.83 for every £1.00 earned by men.

Mean Gender Pay Gap = 9%



Median Gender Pay Gap = 8.29%

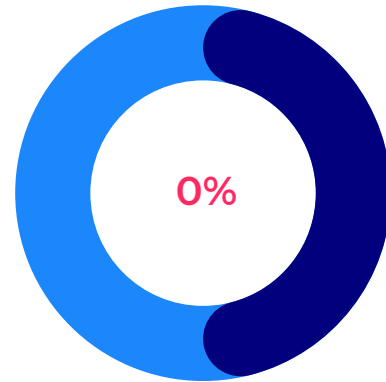


Bonus Percentage

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.

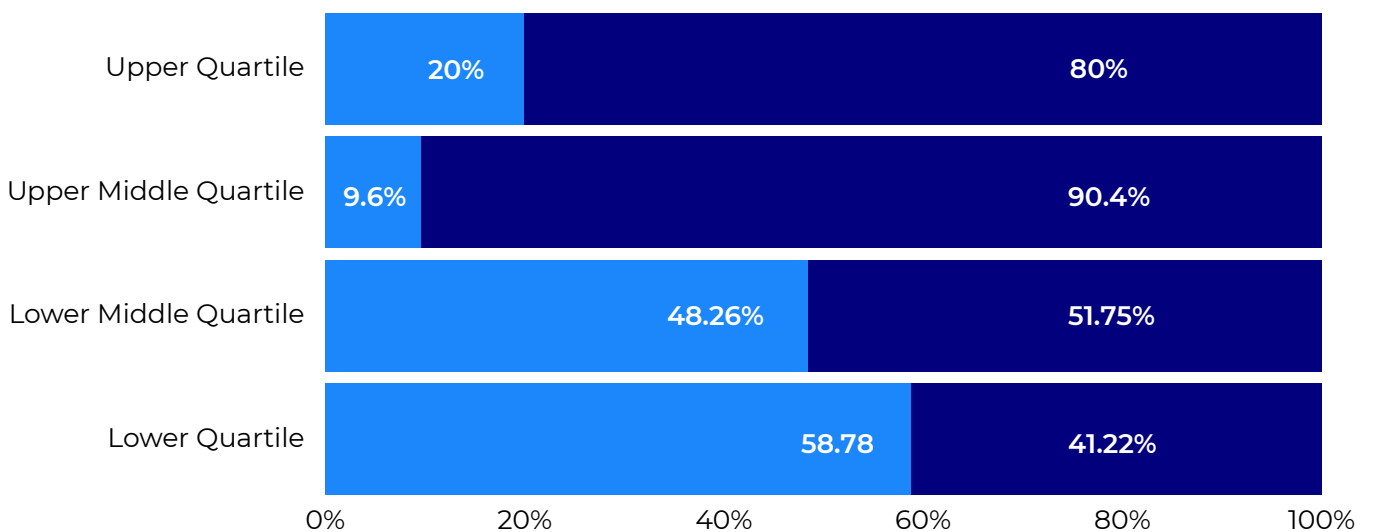
■ Women ■ Men



Pay Quartiles

In our temporary workforce, women occupy 20% of the highest paid jobs, and represent 58.78% 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, the GPG is in favour of women at -58.10%. Therefore women in our organisation earn £1.58 for every £1.00 earned by men.

The median GPG is -65%. Therefore, women earn £1.65 for every £1.00 earned by men.

Mean Gender Pay Gap = -58.10%

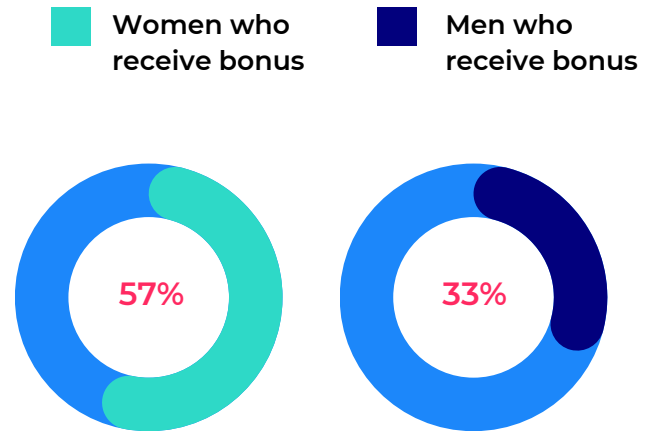


Median Gender Pay Gap = -65%



Bonus Percentage

When we compare the bonus pay for our permanent workers, we find that 57% of women in our organisation receive a bonus, and 33% of men receive a bonus.



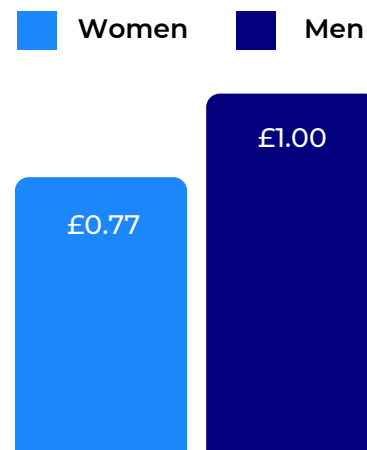
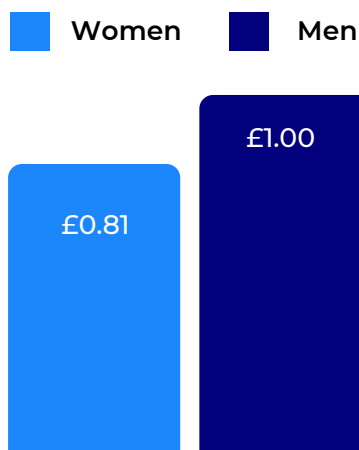
Bonus Pay Gap

The mean GPG pay gap figures for bonus shows us that women earn £0.81 in bonus, for every £1.00 earned by men.

The median GPG figures for bonus shows us that women earn £0.77 in bonus, for every £1.00 earned by men.

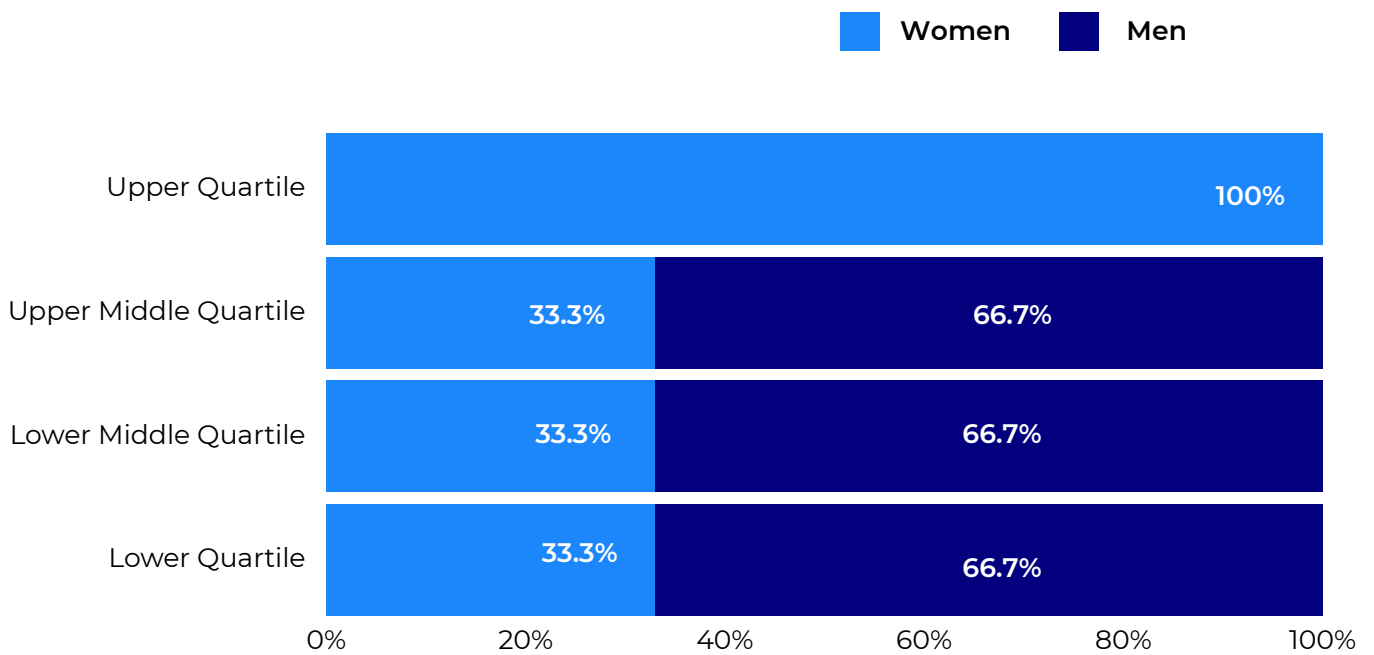
Mean Bonus Gender Pay Gap = 19.24%

Median Bonus Gender Pay Gap = 23.35%



Pay Quartiles

In our permanent workforce, women occupy 100% of the highest paid jobs, and represent 33% of the lowest paid jobs. Please see the visual representation of the distribution of men and women across each pay quartile below.



I confirm the information in this document is accurate on 31.03.2026

Julie Giles (People, Legal & Compliance Director)

Signature