

# Gender Pay Gap

## The SR Group (UK) Limited

April 2024



## What's is the Gender Pay Gap report

UK employers with over 250 employees are required to publish their Gender Pay Gap (GPG) figures annually both on the GPG website and their own website. Figures for this report are calculated based on a snapshot date of 5<sup>th</sup> April 2023.

## Definitions

**GPG** – gender pay gap

**Mean** – This means the average based on total relevant male or female hourly pay or bonus divided by the respective number of males or females.

**Median** – This means the middle point male or female based on listing all relevant males and females, respectively, from highest to lowest paid (in terms of hourly pay or bonus).

**Quartile** – This means all males and females are listed from highest to lowest paid based on their hourly pay and are then divided into 4 equal quartiles – we are then required to report on the % of males and females in each quartile.

## What is included in this report

We employ internal staff who work directly for us as recruiters and in our business services functions and we also source candidates to work for clients in permanent and interim roles, including temporary agency workers who we place on temporary assignments with our clients. Due to the broad definition of an “employee” in GPG legislation, we are required to include those temporary agency workers in the figures of our GPG report. We are not, however, required to include contractors who fall outside of IR35 and work through a limited or personal service company. Reference to “temps” in this report is therefore a reference to agency workers only.

We work with hundreds of organisations of all sizes across multiple industries and sectors supplying clients with temps at all levels from our various specialist recruitment brands and, subject to the Agency Worker Regulations 2010, we have very little control over how much those temps are paid. We therefore consider it helpful to also provide our GPG results excluding temps (i.e. our internal employees only) as we believe that is more reflective of how we pay our employees.

FAQs are provided throughout to help you understand how the figures are calculated and what they mean.

## Our Gender Pay Gap – Excluding Temps

The table below shows our gender pay gap based on hourly rates of pay at the snapshot date of 5 April 2023. It also shows the difference in bonuses paid in the 12 months prior to 5 April 2023.

	Mean	Median
Hourly Pay	12%	11%
Bonus	38%	43%

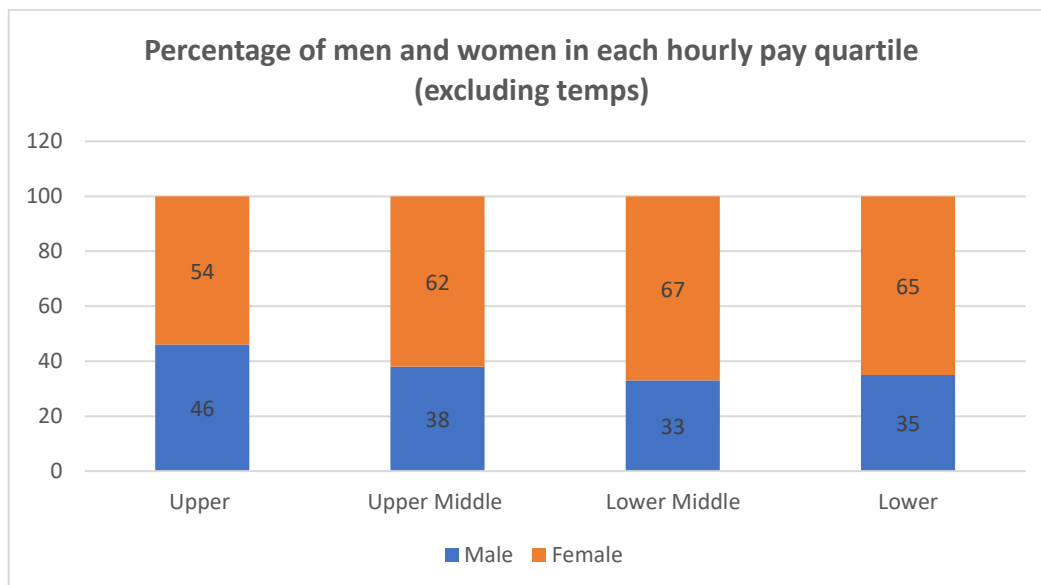
There was a positive mean hourly pay gap in April 2023, where males earned 12% more than females on average and a positive median hourly pay gap, where the middle earning male earned 11% more than the middle earning female. There was also a positive mean and median bonus pay gap for the 12 months preceding April 2023, where men received 38% higher bonuses than females on average and the median male earned a 43% higher bonus than the median female.

### Percentage of men and women awarded a bonus

In the 12 months to 5 April 2023, 83% of men and 83% of women received a bonus.

### Pay Quartiles

There more women compared with men in all quartiles. See table below.



We strive to ensure that there is equal pay and that appropriate bandings are in place from a salary perspective and that our bonus terms, criteria and targets are fair throughout the business. However, as fee earner bonus schemes are based on personal performance, we cannot control entirely how much male and female fee earners will earn from quarter to quarter as their bonuses may fluctuate depending on how well they bill/perform.

The snapshot date for hourly pay calculations includes quarterly bonuses paid to fee earners in April but does not include any other bonuses which are not paid in April year, including annual bonuses paid to non-fee earners.

## Our Gender Pay Gap – Including Temps

The table below includes all temps we placed on assignment with our clients and shows the gender pay gap based on hourly rates of pay at the snapshot date of 5 April 2023 and the difference in bonuses paid in the 12 months prior to 5 April 2023.

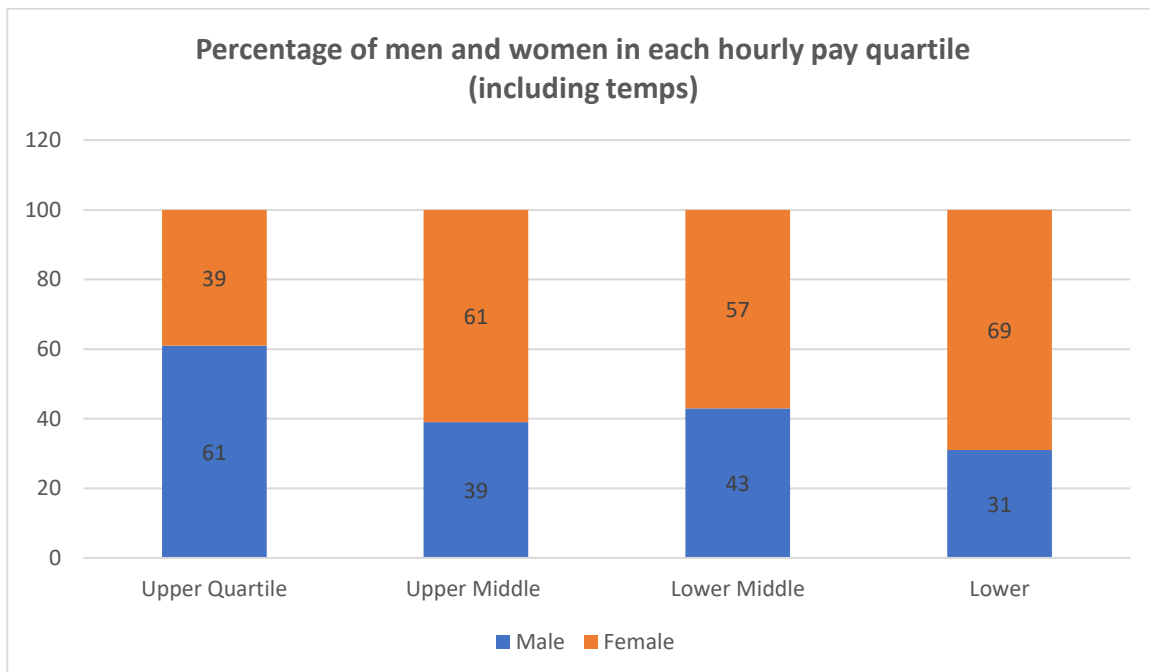
	Mean	Median
Hourly Pay	21%	24%
Bonus	20%	43%

### Percentage of men and women awarded a bonus










In the 12 months to 5 April 2023, 47% of men and 61% of women received a bonus.

### Pay Quartiles

Our gender split data shows that, including temps, there were more males than females in the top earning quartile. In all other quartiles, there were more females.



## How we support female talent

<p><b>Parental Leave Support</b></p>  <p>In 2023 we launched our further enhanced maternity pay. Employees going on maternity leave will benefit from a 3-tiered maternity pay structure:</p> <ul style="list-style-type: none"> <li>– 13 weeks paid at 100%</li> <li>– 13 weeks at 50%</li> <li>– 13 weeks at SMP</li> </ul> <p>We also enhanced our paternity / partner pay and leave arrangements to provide more flexibility for dads and partners to allow for better support to primary carers.</p>	<p><b>Support Leave</b></p> <p>We want to support all our employees who have care responsibilities which is why we have enhanced our Support Leave to 10 days fully paid for all staff.</p> <p>This leave can be used to care for a parent, a child with disabilities, fertility treatments, loss of a baby/pregnancy.</p> 	<p><b>Talent in Pipeline (TIP)</b></p>  <p>To ensure that all promotions are transparent and based on merit, we assess the pipeline of talent twice annually, with a keen eye on the balance of promotions from a gender perspective.</p> <p>There was a total of 12 promotions in January 2024. 67% of these promotions were women.</p>	<p><b>Belong</b></p>  <p>In 2023/2024 we launched 'Belong', our global initiative to put diversity, equity, and inclusion at the heart of our business, making it business as usual.</p>	<p><b>Our mentoring programme</b></p>  <p>We recognise the value of diverse thinking and that managers cannot be all things to all people. Our refreshed internal mentoring scheme enables staff to work with mentors who may have a very different experience and background to their own to help them think more widely about their own career path.</p> <p>Our current scheme is made up of 64% women mentors. 71% of people receiving mentoring are women.</p>
<p><b>Lateral hires</b></p>  <p>We continue to hire in talent at senior levels, including 9 male employees and 14 female employees at AD/Manager and above between April 2023 and March 2024 (Business Services and fee earning roles).</p>	<p><b>Agile working</b></p> <p>Flexibility is wired into how we work so all employee groups benefit from greater autonomy in their working arrangements.</p> <p>We hope the need for flexibility will be less typically associated with caring/parenting responsibilities, which may historically have felt less accessible to men or more traditionally associated with women.</p> 	<p><b>Women in leadership</b></p>  <p>We have consistently sought to build a strong pipeline of female talent over recent years by lateral hiring and internal talent development, with evidence of much stronger female representation at senior levels.</p> <p>One third of our partner group are female.</p>	<p><b>Bonus structure</b></p> <p>A transparent bonus structure for recruiters up to mid-level means that everyone can outperform the parameters for their job level and therefore to achieve higher bonuses than under our old scheme.</p> 	

## Statement of Confirmation

I confirm that the published information is accurate.



Alex Calcutt  
Chief Financial Officer  
The SR Group

2 April 2024