

# Gender Pay Gap Report

 gap personnel  
group

## 2025 figures



# What is the gender pay gap?



The gender pay gap is the percentage difference between average hourly earnings for men and women.



The gender pay gap among full-time employees was **7.0% in April 2024**, down from **7.5% in April 2023**. Among all employees, the gender pay gap decreased to **13.1% in April 2024**, down from **14.2% in April 2023**.

The gender pay gap calculations take into consideration the average earnings of all men and women across a business, irrespective of role and seniority. The outcome can be affected by many factors such as working patterns, occupation and sector.

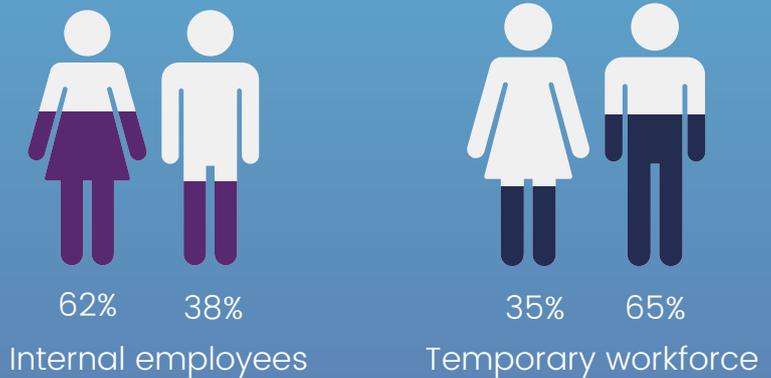
Having a gap between average pay for men and women is not illegal. Paying men and women differently for doing equal work, however, is.

The gender pay gap calculations also look at bonuses, and how these are distributed across men and women in a company.



# Who do we report on?

As an employment business, the temporary workers who work for our clients are included in our payroll as well as our internal staff, and are therefore a part of the calculation.



## Understanding the calculations

### Mean hourly pay gap

This is the difference in average hourly rates of pay for men and women. It adds up all the hourly rates for men, all the hourly rates for women, and divides each by the number of men and women respectively within the scope of the calculation. It then looks at the difference.

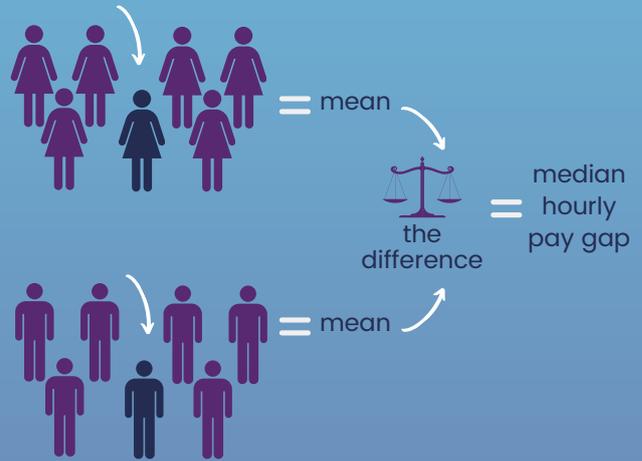
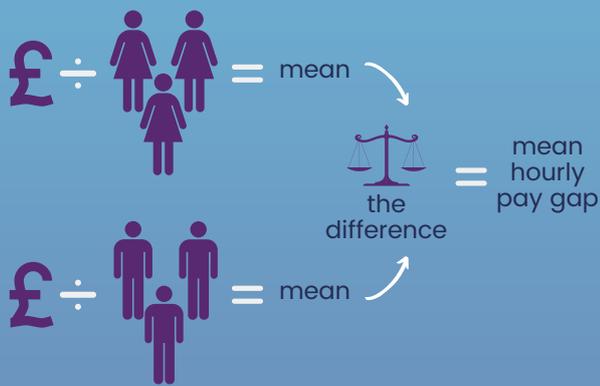
### Median hourly pay gap

This measures the hourly pay rate of the middle point in a population. If you separately lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate of the middle woman compared to that of the middle man.



# Understanding the calculations

## continued...



## What our own results say

### What are the reasons for our gender pay gap?

#### Internal employees

In the upper quartile, men and women's pay is almost evenly distributed, showing our commitment to equality in senior management roles.

More women than men work part-time. The regulations do not allow a full-time equivalent calculation on bonuses for part-time employees.

#### Temporary workforce

As an employment business, our temporary workforce are included in our payroll and are therefore included in our gender pay gap report.

Our temporary workforce is predominantly male, which is typical within the industrial sector. We work hard to ensure there is diversity in our resourcing methods and the support we provide to our people.

gap personnel group's own gender pay gap figures are explained on the next page.

# 75%

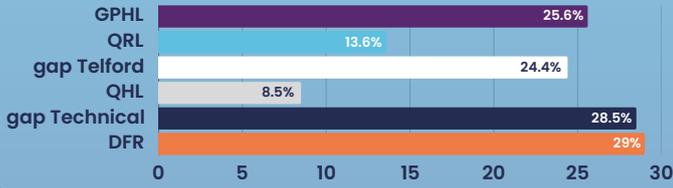
of our part-time employees are women

The figures quoted in this report relate to the following legal entities:

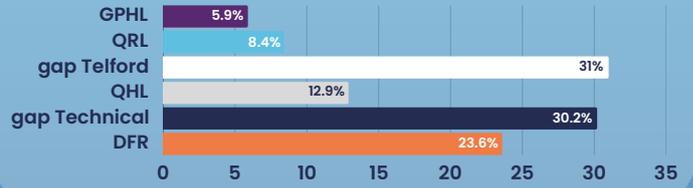
- GPHL – gap personnel Holdings Limited (Company Reg – 3589208) – www.gap-personnel.com
- QRL – Quattro Recruitment Limited (Company Reg – 7131120) – www.gap-personnel.com
- gap Telford – gap personnel (TELFORD) Ltd (Company Reg – 13377649) – www.gap-personnel.com
- QHL – Quattro Healthcare Ltd (Company Reg – 9389534) – www.gap-healthcare.com
- gap Technical – gap technical Limited (Company Reg – 5646432) – www.gap-technical.com
- DFR – Driving Force Recruitment Ltd (Company Reg – 06538808) – www.driving-force.co.uk

## Required data – internal

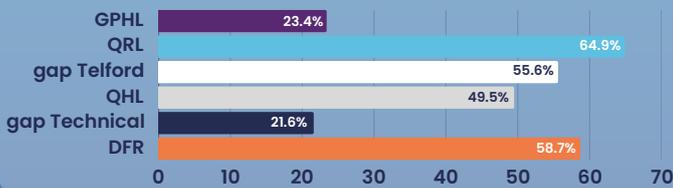
Mean hourly pay difference between males and females



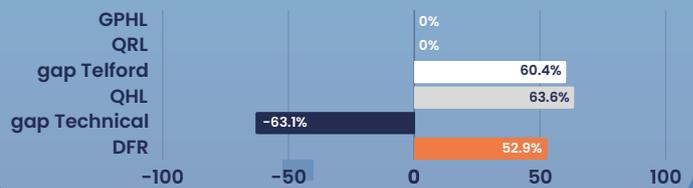
Median hourly pay difference between males and females



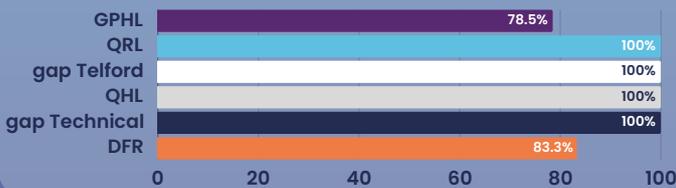
Mean difference between male and female bonus payments



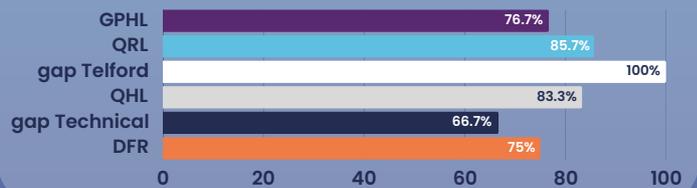
Median difference between male and female bonus payments



Proportion of males receiving bonus payments

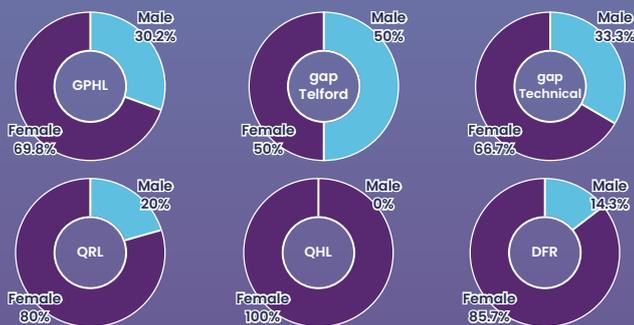


Proportion of females receiving bonus payments

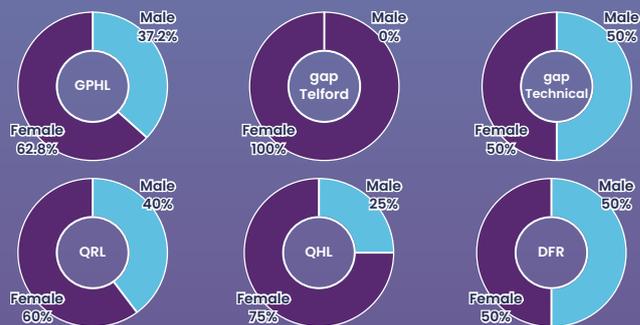


## Distribution of males and females within each pay band quartile, calculated on a range of hourly rates

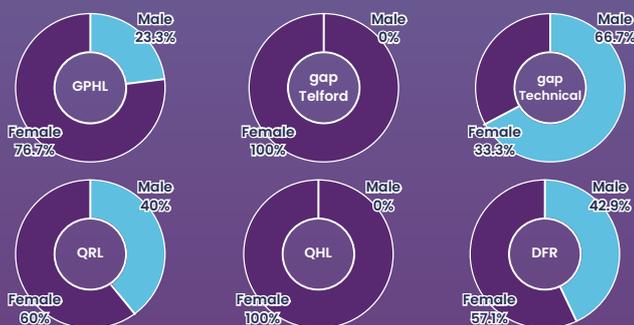
Lower quartile



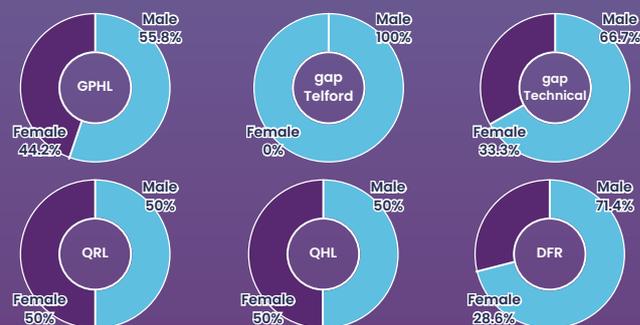
Lower middle quartile



Upper middle quartile

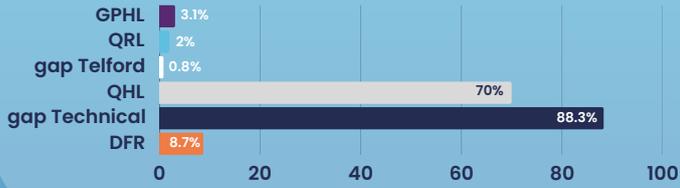


Upper quartile

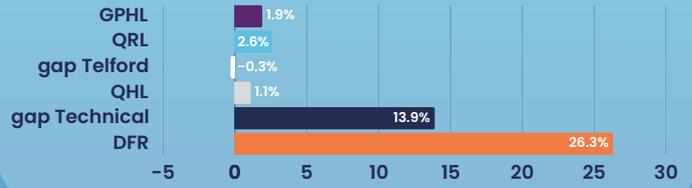


# Required data - temp workers

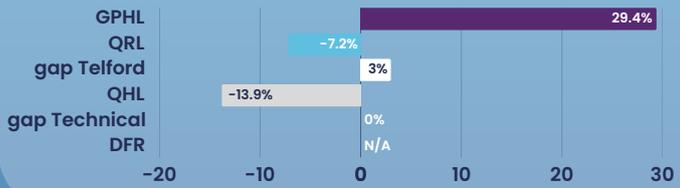
## Mean hourly pay difference between males and females



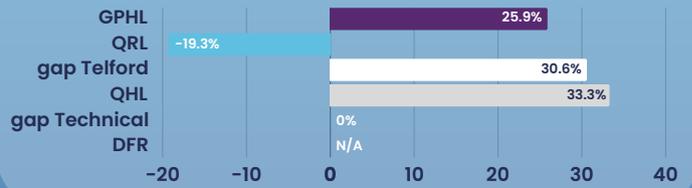
## Median hourly pay difference between males and females



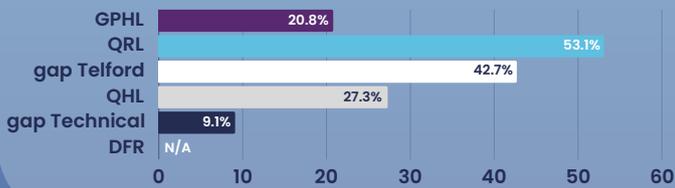
## Mean difference between male and female bonus payments



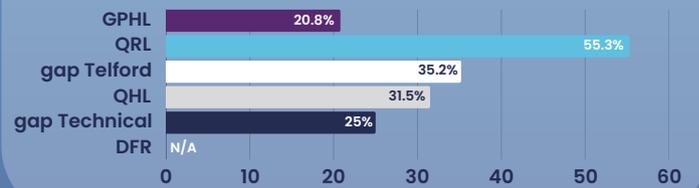
## Median difference between male and female bonus payments



## Proportion of males receiving bonus payments

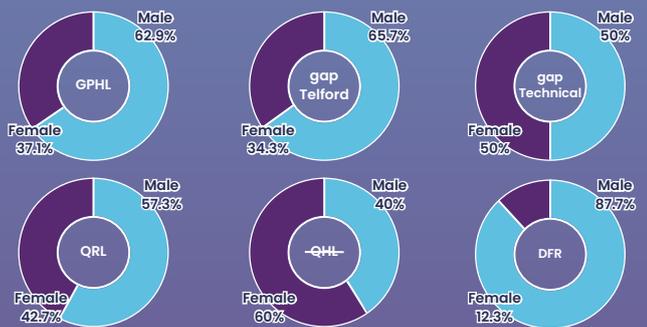


## Proportion of females receiving bonus payments

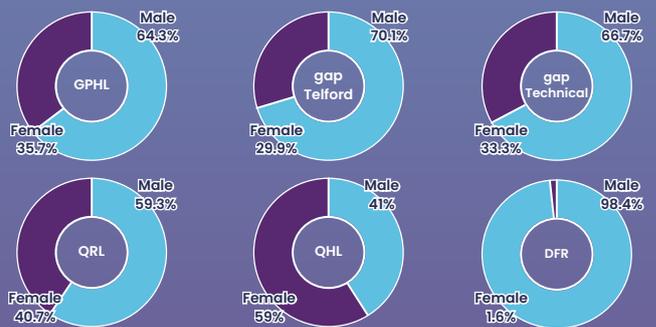


# Distribution of males and females within each pay band quartile, calculated on a range of hourly rates

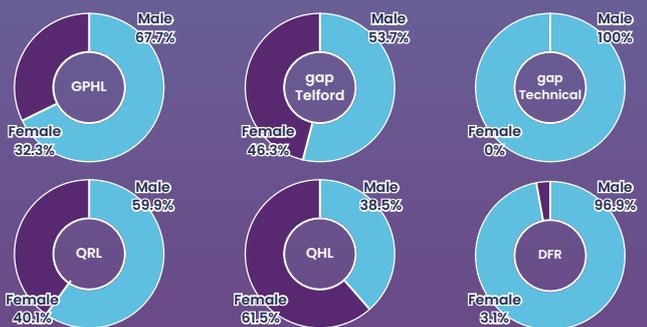
## Lower quartile



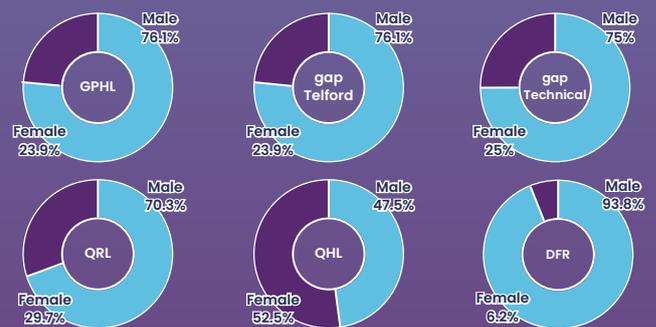
## Lower middle quartile



## Upper middle quartile

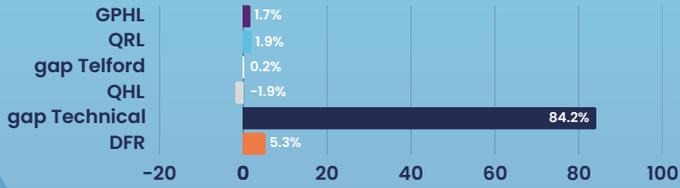


## Upper quartile

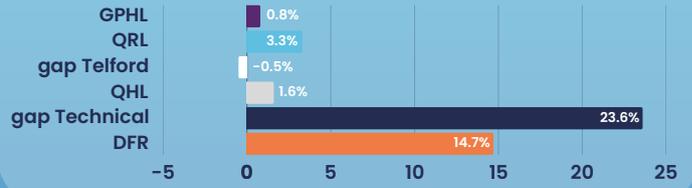


# Required data - combined

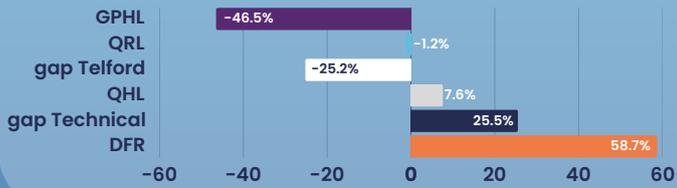
## Mean hourly pay difference between males and females



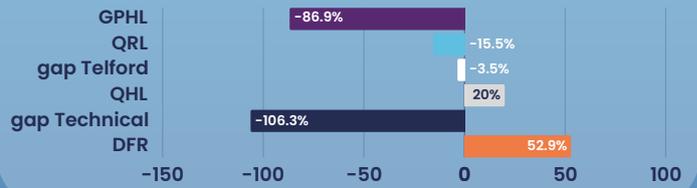
## Median hourly pay difference between males and females



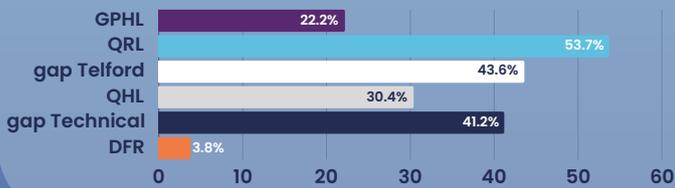
## Mean difference between male and female bonus payments



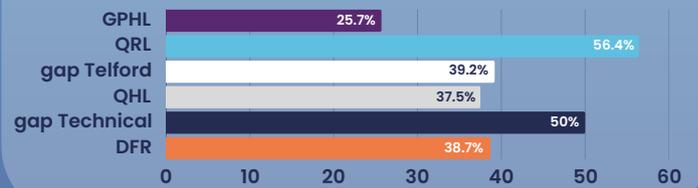
## Median difference between male and female bonus payments



## Proportion of males receiving bonus payments

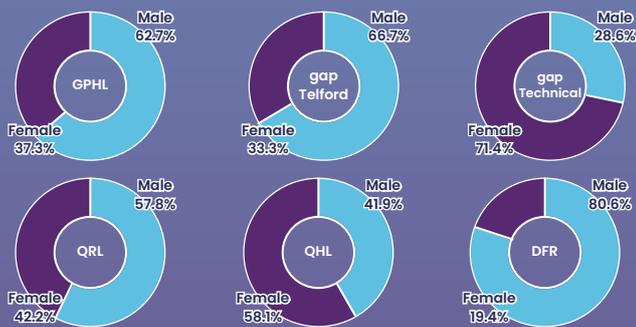


## Proportion of females receiving bonus payments

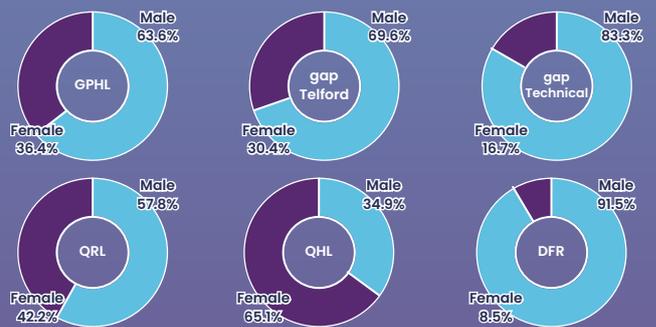


# Distribution of males and females within each pay band quartile, calculated on a range of hourly rates

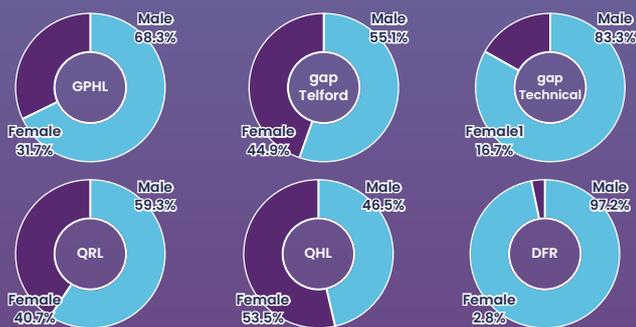
## Lower quartile



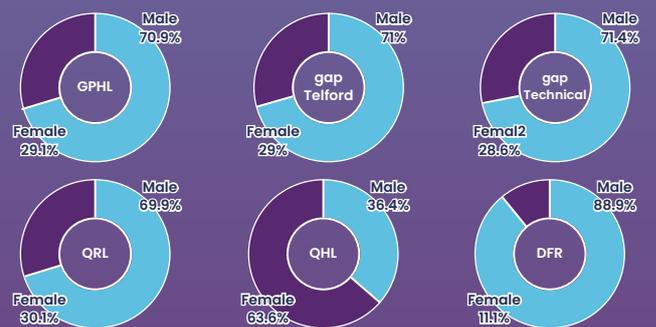
## Lower middle quartile



## Upper middle quartile



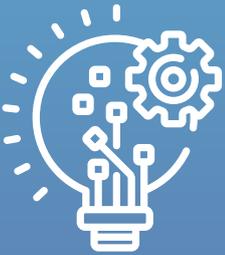
## Upper quartile



# Closing the gender pay gap



Our HR team continue to review job roles within the business including reviews of salary and bonus structure. It is our pledge that all salary increases, bonuses and progression opportunities are not only directly linked to performance, but that training and development programmes are a factor.



Learning styles are understood right from the get-go, during onboarding and we annually review our training to ensure all learning styles are supported. To ensure our training and onboarding programme is accessible we offer both face to face and virtual delivery as well as utilising e-learning. Communicating development expectations early encourages employees to reach their full potential therefore, closing the pay gap especially in the lower and lower middle quartiles of the business.



Alongside our Management Development Programme, we have also launched our Executive Development Programme supporting managers into senior roles. Our 23/24 EDP group has an equal balance of male to female delegates demonstrating there are no obstructions to women achieving equal placing as men in senior management positions within the business.

## Claire Roberts – Head of HR

“We welcome the gender pay gap report, as it is crucial to understand the current dynamic within our business, and to work on the strategies we have identified above so we can close this gap over the coming years. I can confirm that the data presented in this report is accurate and meets the Government’s expectations and regulations around gender pay gap reporting, and look forward to continuing to implement changes in our business that will align our people with our company goals and vision, creating a diverse environment where all our employees can flourish.”

