



Sutton Recruitment gender Pay gap statement

As a recruitment company for the purposes of gender pay gap reporting it is necessary to include both our internal staff but also our temporary workers who are on assignment with our clients.

The inclusion of temporary workers within our pay gap information impacts greatly and distorts in certain areas due to varying sectors altering the overall mix and ratios of male to female, higher pay and lower paid roles based on industries or roles we are recruiting within. Pay rates and bonuses are also dictated by clients and other than the regulatory element required by Living wage, Minimum Wage and Agency Worker Regulations we can have no influence with regards to change pay rates or implement changes to reduce the pay gap.

Overall there is no difference in pay between our male and female employees in similar roles within our permanent workforce, ie office staff and both female and male staff are in receipt of bonus.

Male and female sales staff have equal opportunity to earn bonus and it is paid at the same levels

The following figures are inclusive of all employees, both permanent and temporary staff on assignment with our clients

Mean gender pay gap

The mean gender pay gap equates to 4.3%. In the main men are paid 4.3 % higher than women

The differences in the mean pay gap are due to the hourly rates dictated by clients and the differing roles temporary workers are required to fill.

Median gender pay gap:

The Median pay gap is 0%

There is no difference between the median pay of men and women through the organisation

Mean Bonus gap

-18.8%

Women earn more in bonus than men

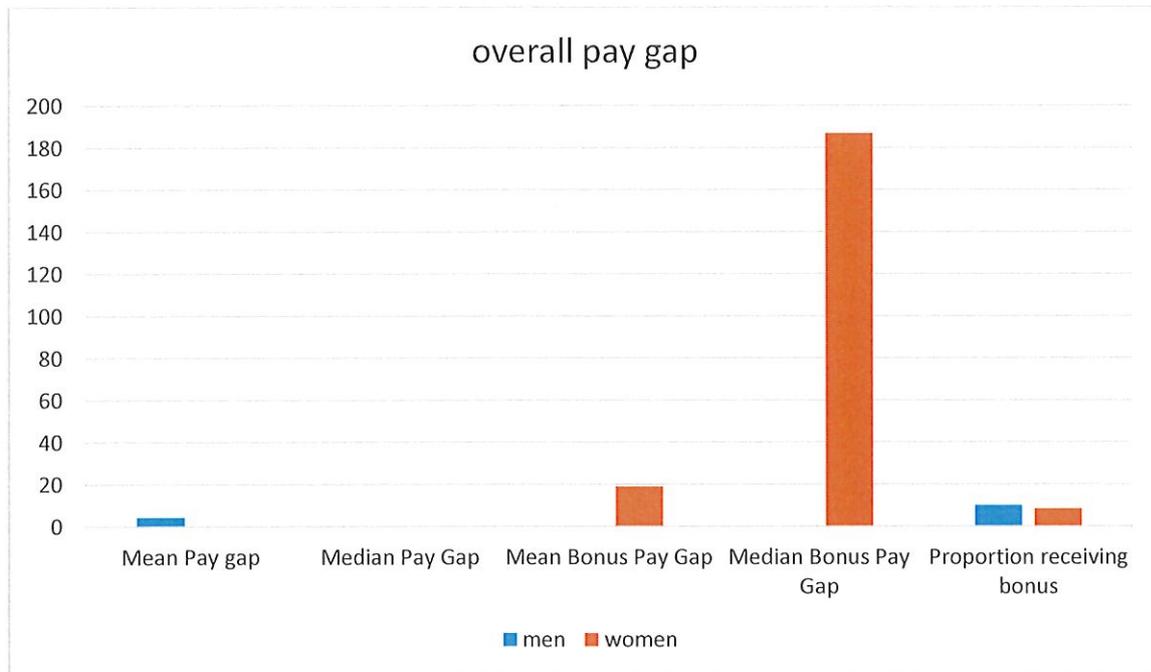
Median Bonus pay Gap

- 167.3 %

Proportion of men receiving bonus: 9.9%

Proportion of women receiving bonus: 8.5%

In terms of the bonus the majority earning bonus is those directly employed by Sutton Recruitment. Within those there is an even split between women and men earning bonus. Bonus is earned at the same level and there is equal opportunity to earn bonus.



Lower quartile

In the lower quartile of 66 people there is an equal distribution of male and female with 50% men and 50% women

In the lower middle quartile of 66 people

71.2% are men

28.7% are women

In the upper middle quartile of 67 people

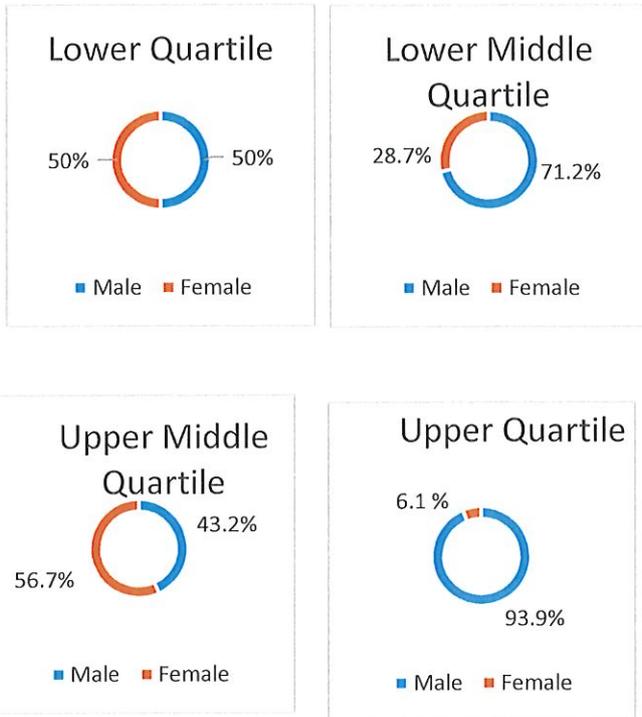
43.2% are men 56.7% are women

In the upper quartile of 66 people

93.9% are men

6.1% are women

The variances in the quartiles is a result again in terms of job roles temporary workers are required to do within our clients and the traditionally more male orientated roles such as welders, HGV drivers, engineers within the upper quartile.



This statement was prepared by

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