

Reed
...

2025

gender pay
gap report

Reed Staffing Services Ltd



Foreword



Ian Nicholas,
Global Managing Director

Reed is the world's largest family-run recruitment company and our values are at the core of everything we do. We are fair, open, and honest, we take ownership and we work together.

Every year, these values drive our co-members to help thousands of people into temporary, permanent and contract job roles, playing a key part in the UK job market and wider economy and we're always asking "what's next"?

In this report, we outline the gender pay gap and bonus pay gap for Reed Staffing Services Ltd. This is the legal entity through which we payroll temporary workers on behalf of our clients. Although we are required to report on the gender pay gap within Reed Staffing Services Ltd, we do not have control over their rate of pay or bonuses, as this is set by our clients.

I can confirm that the results declared in this report are accurate as at the snapshot date of 5 April 2025. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink that reads "Ian Nicholas".

Ian Nicholas,
Global Managing Director

What is the gender pay gap...

All organisations in the UK with 250 or more employees have to report their gender pay gap. We are required to report on a snapshot date of 5 April each year.



Gender pay is different to equal pay

The gender pay gap is the percentage difference between men's and women's average hourly earnings across the whole organisation.

Equal pay measures whether men and women are paid the same for doing the same job.

Mean

The mean gender pay gap is the difference between the average hourly rate of pay for women compared with men. It is determined by adding up all the hourly pay rates for each gender, and dividing the total by the number of co-members in that gender.

Median

The median gender pay gap is determined by ranking the hourly rates of pay for men and women from lowest to highest. You then take the middle number for both ranges, and calculate the difference.

Our results

Reed Staffing Services Ltd gender pay gap

3.0%

Median

The median pay of men is **3.0%** higher than that of women

7.8%

Mean

The mean pay of men is **7.8%** higher than that of women

Bonus pay gap

9.1%

The **median** bonus pay of men is 9.1% higher than that of women

41.9%

The **mean** bonus pay of men is 41.9% higher than that of women

Proportion of workers receiving a bonus

1.3%

of all men received bonus pay

1.2%

of all women received bonus pay

Proportion of temporary workers in each pay quartile

The quartiles are derived from ranking all relevant temporary workers from lowest to highest hourly pay and splitting the workforce into four equal parts. We then calculate the proportion of women and men as a percentage of total temporary workers in that pay quartile.

