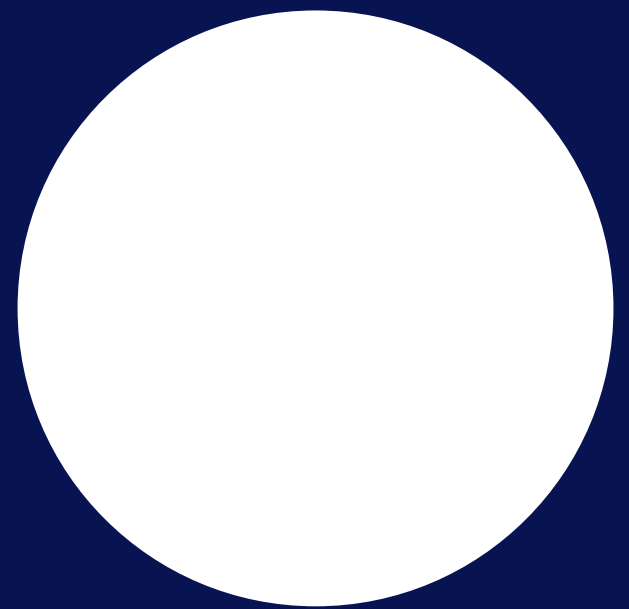




Reed Staffing Services Ltd

2020 gender pay gap report



Foreword



Reed is the UK's #1 recruitment company.

Our values are at the core of everything we do. We are fair open and honest, we take ownership and we work together. Our co-members are passionate about helping the world 'Love Mondays', and our purpose is 'improving lives through work'.

Every year, our values and our purpose drive our co-members to help thousands of people find temporary, permanent and contract job roles, playing a key role in the UK job market and wider economy. Reed seeks to promote diversity, not only among our co-members, but also among our clients and candidates as an equal opportunities employer.

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 5th April 2020. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ian Nicholas
GLOBAL MANAGING DIRECTOR

Karen Jackson
HR DIRECTOR

What is the gender pay gap...

In 2017, all organisations in the UK with 250 or more employees had to begin reporting their gender pay gap. We are required to report on a snapshot date of 5th 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

Gender pay gap



Median

The median pay of women is **0.03%** higher than that of men



Mean

The mean pay of women is **6.0%** higher than that of men

Bonus pay gap



The median bonus pay of men is **50.0%** higher than that of women



The mean bonus pay of men is **19.2%** higher than that of women

Proportion of co-members receiving a bonus



6.6% of all men and **9.4%** of all women received bonus pay

Proportion of temporary workers in each pay quartile

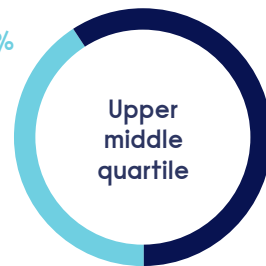
The quartiles are derived from ranking all relevant temporary workers from lowest to highest hourly pay and splitting the workforce into four equal parts. We then calculate the proportion of women and men as a percentage of total temporary workers in that pay quartile.

Male
31.1%



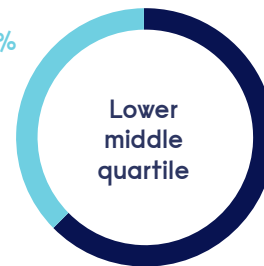
Female
68.9%

Male
39.9%



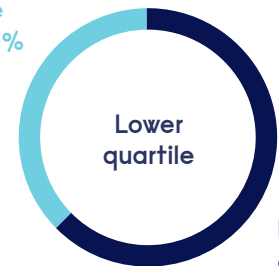
Female
60.1%

Male
34.8%



Female
65.2%

Male
36.0%



Female
64.0%