



Reed Staffing Services Ltd

# 2021 gender pay gap report

# Foreword



**Ian Nicholas,**  
Global Managing Director



**Karen Jackson,**  
HR Director

**Reed is the UK's #1 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 2021. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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# 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

## Gender pay gap

-6.1%

### Median

The median pay of women is **6.1%** higher than that of men

-14.6%

### Mean

The mean pay of women is **14.6%** higher than that of men

## Bonus pay gap

46.3%

The **median** bonus pay of men is 46.3% higher than that of women

19.7%

The **mean** bonus pay of men is 19.7% higher than that of women

## Proportion of co-members receiving a bonus

4.2%

**4.2% of all men** received bonus pay

2.6%

**2.6% 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.

