

GENDER PAY GAP

REPORT 2018



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GENDER PAY GAP

INTRODUCTION

AM2PM Recruitment Solutions (Birmingham) Ltd ("AM2PM Recruitment") is one of 5 companies incorporated within "The AM2PM Group", AM2PM Group Holdings Ltd.

It is a requirement from April 2017 that all businesses employing more than 250 employees must publish a report detailing their gender-pay gap. Each legal entity within a group structure which employs over 250 people must report their own figures. The AM2PM Group have also volunteered their group results as we believe this better represents an overview of our organisation.

The information that must be published for the business is the:

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

As is required by the legislation, this report is drawn from information obtained on and prior to the snapshot date of 5th April 2018 and includes information of both our salary paid in-house employees and our hourly wage paid temporary employees.

We have very little control over the wages paid to temporary staff as this is largely dictated by our Clients, however we are confident that our Clients do not set differentials set based on gender.



GENDER PAY GAP RESULTS

Mean Gender-Pay Gap

-11.7%

Median Gender-Pay Gap

3.3%

This shows contrasting figures, with females either being paid more on average or slightly less. Our total Gender-Pay Gap is well below the national average of just over 18% (gov.co.uk).

Mean Bonus Gender-Pay Gap

-148.6%

Median Bonus Gender-Pay Gap

-100%

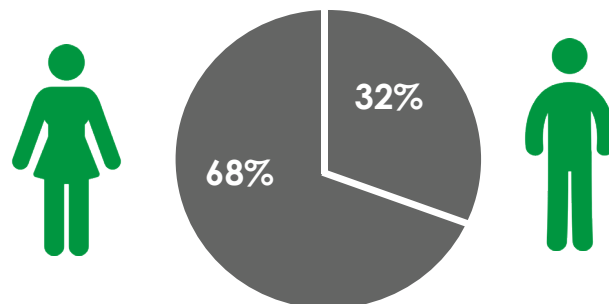
These results show a pay gap in favour of females.

We are clear however that we do not differentiate on bonus rates set for males and females within our business, and the amount of bonus earned is dependent on individual performance and sales and is set the same for both males and females. We also do not hire or promote dependant on gender, but on individual performance and skill set.



GENDER PAY GAP RESULTS

Proportion of Males and Females Receiving Bonus Payment (%)



This result shows that we have a higher proportion of females receiving bonus than males. We believe this is because there is a larger proportion of males within the business than females, so as the total number of males receiving bonus (11) is similar to the number of females (11), the male result has been diluted.

Proportion of Males and Females Receiving Bonus Payment (%)

	Male (%)	Female (%)
Upper Quartile	90	5
Upper Middle Quartile	75	22
Lower Middle Quartile	56	27
Lower Quartile	57	27
Total Males In Business	822	70
Total Females In Business	388	30



GENDER PAY GAP RESULTS

As we have over 50% more males within our business, males dominate each pay quartile. We believe this is likely due to the nature of the work supplied by our Clients, which being mainly industrial and driving, in general attracts males more than it does females across the industry.

Director: Alan McGeorge
Date: March 2019

Director: Peter McSheffrey
Date: March 2019