



RECRUITMENT SOLUTIONS  
(BIRMINGHAM) LTD

# GENDER PAY

# GAP REPORT

REPORT 2019



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AM2PM Recruitment Solutions (Birmingham) Ltd.



# GENDER PAY GAP

## INTRODUCTION

AM2PM Recruitment Solutions (Birmingham) Ltd ("AM2PM Recruitment") is a recruitment business, providing temporary labour to our clients who mainly operate in the industrial, logistics and driving sectors.

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. AM2PM Recruitment is the only business within the AM2PM group of companies which falls into this category.

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 5<sup>th</sup> April 2019 and includes information of our hourly wage paid temporary workers.

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.

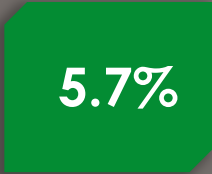


# GENDER PAY GAP RESULTS

Mean Gender-Pay Gap



Median Gender-Pay Gap



This shows that males are paid higher on average than females. Our total Gender-Pay Gap is well below the national average of just over 18% (gov.co.uk).

Mean Bonus Gender-Pay Gap



Median Bonus Gender-Pay Gap



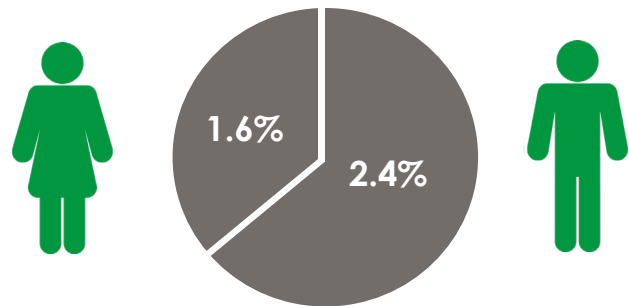
These results show a large pay gap in bonus.

Bonuses are not common amongst agency staff, with less than 5% of all workers employed on the snapshot date having received a bonus. Bonus schemes for these workers would be set by various clients and so would vary in their content, however we are confident that bonus schemes are not favourable in their terms to males.



# GENDER PAY GAP RESULTS

Proportion of Males and Females Receiving Bonus Payment (%)



These figures show that the proportion of males and females receiving a bonus is very small, but the numbers are very similar. So females and males have nearly the same opportunity to receive a bonus as males.

Proportion of Males and Females Receiving Bonus Payment (%)

	Male (%)	Female (%)
Upper Quartile	98.5	1.5
Upper Middle Quartile	93.8	6.2
Lower Middle Quartile	86.9	13.1
Lower Quartile	72.9	27.1
Total Males In Business	457	88.1
Total Females In Business	62	11.9



# GENDER PAY GAP RESULTS

We have over 70% more males within our business and 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.

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Director: Alan McGeorge  
Date: March 2019

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Director: Peter McSheffrey  
Date: March 2019