

# GENDER PAY GAP REPORT 2017



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AM2PM Group Holdings Ltd



# GENDER PAY GAP INTRODUCTION

AM2PM Group Holdings Ltd ("The AM2PM Group") is a group company incorporating five other companies:

- AM2PM Recruitment Solutions (Birmingham) Ltd
- AM2PM Retail Services Ltd
- AM2PM Manufacturing Services Ltd
- AM2PM Industrial Solutions Ltd
- AM2PM Travel Benefits 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. Those highlighted in bold above have published their own report as they fall 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

This report incorporates statistics from the whole AM2PM group taken on the 5th April 2017. Within this group we engage people under both contracts of employment and contracts for services, and payment methods vary from hourly wages to monthly salaries. We have an obligation to include in this report the wages of our staff who are placed with our Clients and Customers.

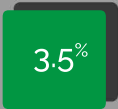
AM2PM have little control over the wages paid to our hourly paid staff as these are largely dictated by our Clients and Customers, however we are confident that there are no differentials set based on gender.

The breakdown of data covered is 97.5% hourly paid staff and 2.5% monthly paid staff.

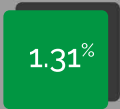


# GENDER PAY GAP RESULTS

Mean Gender-Pay Gap



Median Gender Pay Gap

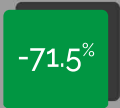


Our total Gender-Pay Gap is well below the national average of just over 18% (gov.co.uk).

Mean Bonus Gender-Pay Gap

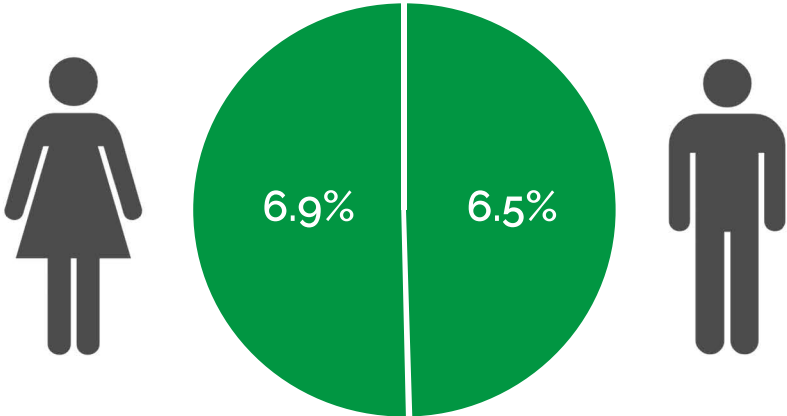


Median Bonus Gender Pay Gap



These results are rather contradictory. Taking the mean bonus gap, it can be seen that men on average receive 17.28% higher bonus payments than women. The median result however shows that the median average bonus earned by women is 71.5% greater than men. We believe this has resulted from the larger number of males receiving bonus from our customers and clients, which will have distilled the median figure.

Proportion of Males and Females Receiving Bonus Payment





# GENDER PAY GAP RESULTS

These results show an even spread across our business of men and women receiving bonus payment.

## Proportion of Males and Females in each Pay Quartile

	Males (%)	Females (%)
Upper Quartile	73	27
Upper Middle Quartile	64	36
Lower Middle Quartile	63	37
Lower Quartile	64	36

66% of the total workforce are male and 34% are female. The distribution between the percentiles is fairly consistent, however it is recognised that there is a 9% differential between the percentages males and females in the upper quartile and the other 3 quartiles.

This report has highlighted the need to address a gender in balance within AM2PM of those occupying both the highest paid roles, and the roles which have the highest bonus earning potential.

AM2PM pride ourselves on developing and retaining our staff and promote from within wherever possible. The majority of our in-house senior staff began their career with AM2PM as junior members of staff and have been provided with opportunities to progress into management roles within the company.

The AM2PM Group 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.

Since this information was collated, AM2PM have employed several women internally in bonus earning positions with part time hours. We believe that continued actions such as this should help to remove some of the barriers that women may face when accessing the positions which have the highest earning potential.

Director: Alan McGeorge  
Date: March 2018

Director: Peter McSheffrey  
Date: March 2018