

GENDER PAY GAP REPORT 2017



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AM2PM Recruitment Solutions



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 2017 and includes information of both our salary paid in-house employees and our hourly wage paid managed service employees.

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



GENDER PAY GAP RESULTS

Mean Gender-Pay Gap

8.4%

Median Gender Pay Gap

0%

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

Mean Bonus Gender-Pay Gap

79.77%

Median Bonus Gender Pay Gap

85.66%

We acknowledge that there is a considerable bonus gender pay gap. We believe this is because at the time of information collation, the positions which allow for greatest bonus earning potential within the business were generally occupied by males.

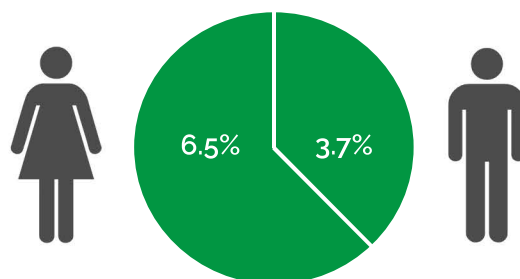
We are clear however that we do not differentiate on bonus rates set for males and females within our business, and the amount of bonus earned is dependent on individual performance and sales and is set the same for both males and females. We also do not hire or promote dependant on gender, but on individual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

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.



GENDER PAY GAP RESULTS

Proportion of Males and Females Receiving Bonus Payment (%)



This result shows that we have a slightly 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 (24) is similar to the number of females (20), the male result has been diluted.

Proportion of Males and Females in each Pay Quartile

	Males (%)	Females (%)
Upper Quartile	84	16
Upper Middle Quartile	68	32
Lower Middle Quartile	59	41
Lower Quartile	60	40
Total Males In Business	642	68

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, driving and manufacturing, in general attracts males more than it does females across the industry.


Director: Alan McGeorge
Date: March 2018


Director: Peter McSheffrey
Date: March 2018