

A Day Consultants Ltd Gender Pay Gap Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all private sector employers with 250 + workers to publish a range of data. The Gender Pay Gap is the difference between the average earnings of male and females, who could be engaged in very different roles and is not the same as Equal Pay, which is comparing pay rates for males and females who perform the same, or equivalent value, roles.

As a recruitment business we are required to report data which includes the temporary staff we place in schools and nurseries, in addition to our own employees, who are predominantly Recruitment Consultants. We have calculated our gender pay for 2018 using data taken on the snap shot date of 5 April 2018.

Pay & Bonus Gap – difference between male and female

| | Mean | Median |
|------------|-------|--------|
| Hourly Pay | 33.6% | 33.8% |
| Bonus | 35.4% | 44.5% |

The above table illustrates our overall **mean gender pay gap** based on hourly rates of pay as at the snap shot date of 5 April 2018. The Office for National Statistics puts the overall gender pay gap in the UK at 17.9% in 2017, so confirms the average gender pay gap is a little higher within our business.

The table also shows the mean and median difference in bonuses paid to male and females in the 12 month reference period to 5 April 2018.

Pay Quartiles

| | Female | Male |
|-----------------------|--------|-------|
| Upper quartile | 34.6% | 65.4% |
| Upper middle quartile | 48% | 52% |
| Lower middle quartile | 61.5% | 38.5% |
| Lower quartile | 80% | 20% |

The above table shows the proportion of males to females by quartile bands of pay and bonus level.

Summary

The gender pay gap is largely driven by the greater number of females in our temporary workforce who work as Teachers, Teaching Assistants and Nursery Assistants. The pay arrangements for the temporary workforce placed are largely outside of our control, as they are dictated by the National Pay Scales, Local Education Authorities and the individual schools and nurseries we are a provider to.

As a company we aim to attract and retain a diverse, highly skilled, talent pool that reflect the communities we serve. Therefore our approach to pay has always been gender neutral:

- All Recruitment Consultants in branch work to the same incentive scheme, so it is down to personal performance, their gender is irrelevant as all have the same earning potential.
- There are a larger proportion of women that hold support compliance positions in the lower quartile, which attract different bonus payments to the Recruitment Consultants. This slightly affects the numbers.
- Our incentive schemes are transparent, straight forward and inclusive.
- Our temporary workforce are primarily female, they work in Teaching and Teaching Assistant positions which do not attract incentive payments and this is reflected in the Mean Bonus Paid and Median Bonus Paid results

We are confident that male and females are broadly paid equally for performing equivalent roles across our Company and when placed with a client.

I can confirm that the data reported is accurate.

A handwritten signature in black ink, appearing to be 'Jonathan Long', written in a cursive style.

Jonathan Long
Managing Director
11/3/2019