

# Gender Pay Gap Statement

## RE Personnel & People Limited

### Gender Pay Reporting

As required by the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, we have calculated our gender pay gap for 2021 using data taken as a snapshot on 5th April 2022.

The gender pay gap is the difference between the average earnings of men and women, who could be doing very different roles and are not the same as equal pay, which looks at pay rates for men and women who do the same role or roles of equivalent value.

The report covers RE Personnel Limited and RE People Ltd, but we have uploaded separate data for each company on the Government Gender Pay Gap Reporting website.

As recruitment businesses, we are required to report data which includes the temporary staff we place with other companies as well as our staff. The pay and bonus arrangements for the staff placed with external companies are outside our control as they are set by those individual companies. However, where possible, RE People Ltd and RE Personnel Ltd are committed to conducting regular pay audits and reviews and taking swift action to address any inequality should it be highlighted.

### Pay Information

#### RE Personnel Ltd

Mean hourly pay difference between male and female employees 2%;  
The median hourly pay difference between male and female employees is 2%.

#### RE People Ltd

The mean hourly pay difference between male and female employees is 10%;  
The median hourly pay difference between male and female employees is 5%.

### Gender Split Pay Quartiles & Bonus Gap

#### RE Personnel Ltd

Pay Quartile	Male	Female
Upper Quartile	73%	27%
Upper Middle Quartile	57%	43%
Lower Middle Quartile	62%	38%
Lower Quartile	60%	40%

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## Bonus Pay

The mean is 155% higher for women than men;  
The median is 21% higher for men than women;  
The proportion of staff paid a bonus was 2% compared to men at 1%.

## RE People Ltd

Pay Quartile	Male	Female
Upper Quartile	65%	35%
Upper Middle Quartile	71%	29%
Lower Middle Quartile	58%	42%
Lower Quartile	52%	48%

## Bonus Pay

The mean is 10% higher for women than men;  
The median is 0% higher for women than men.  
The proportion of staff paid a bonus was 9% compared to men at 9%.

## Summary

The high percentage of temporary workers heavily influences the figures we place with external companies, particularly the industry sector that these companies work within. Both companies have a diversified client base, some of which are more male-dominated, such as light engineering, logistics, and warehousing. As a result, the mix between males and females is more weighted towards males on some of the quartile bandings due to the industries being higher paid due to the skill base. The bonus calculation on both RE People and RE Personnel favoured females because of the payments made for bonuses relating to internal employees mainly rather than external workers. The engineering companies, where the work demands a physical capacity for dealing with heavy metal, tend to pay bonus payments at a relatively modest level. Still, due to the nature of the company, the workers tend to be weighted towards males. The internal worker's bonus figures were higher, but fewer employees were paid. As a result, the mean was skewed towards females, but as a business, the policy for all employees is the same.

I confirm that the information published above is accurate.



**James Gibbs**  
Director