



RE 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 2023.

The gender pay gap is the difference between the average earning of men and women, who could be doing very different roles and is 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.

As recruitment businesses, we are required to report data which includes the temporary staff we place with other companies as well as our own 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 are committed to conducting regular pay audits and pay reviews and take swift action to address any inequality should it be highlighted.

Pay Information

Mean hourly pay difference between male and female employees 19%;

Median hourly pay difference between male and female employees 5%.

Gender Split Pay Quartiles & Bonus Gap

Pay Quartile

	Male	Female
Upper Quartile	70%	30%
Upper Middle Quartile	69%	31%
Lower Middle Quartile	61%	39%
Lower Quartile	60%	40%

Bonus Pay

The mean is 6% higher for women than men;

The median is 3% higher for men than women.

The proportion of women paid a bonus were 13% compared to men at 9%.

Expect more.

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Summary

The figures are heavily influenced by the high percentage of temporary workers we place with external companies and in particular the industry sector that these companies work within. RE People Limited has a diversified client base, some of which are more male dominated, such as light engineering, logistics, warehousing. As a result, the mix between male and females is more weighted towards males on some of the quartile bandings due to the industries being higher paid as a result of the skill base. The bonus calculation favoured females because of the payments made for bonus 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 but due to the nature of the company, the workers tend to be weighted towards males. The internal workers bonus figures were higher, but less 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 the information published above is accurate.

Rina Gendvilaite

Payroll Manager

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