

Imperial Workforce - Gender Pay Gap Report 2017

On the snapshot date, 5th April 2017, Imperial Workforce had a combined active workforce (encompassing both directly employed staff and agency workers engaged under a contract for services) of 682 staff. Of this number 67% of staff were men and 33% were women.

Our mean gender pay gap is a very favourable 0.4% with a median gender pay gap of 0.5%

Our pay by quartile expressed as a percentage is as follows:

	Male	Female
Percentage of employees who received bonus pay	0.0%	3.9%
Employees by pay quartile	Male	Female
Upper quartile	76%	24%
Upper middle quartile	76%	24%
Lower middle quartile	49%	51%
Lower quartile	53%	47%

Our very low gender pay gap figure demonstrates both our commitment (and that of our customers) to ensuring that workers and employees are paid fairly and equally for their work and contribution to the business. The gender pay gap that we do have and the proportionally higher instance of women in the lower and lower middle pay quartiles, as opposed to the upper and upper middle quartiles is partly attributable to the fact that night shift work and certain skills (e.g. forklift driving/machine minding roles) attract premium pay rates and shift premia; and these areas of work remain dominated by men. We also recognise that there is a higher proportion of men doing overtime, although the overtime hours available are not gender specific.

As an organisation, Imperial Recruitment Group values equality and diversity and we will continue to promote all opportunities equally to our workforce (both existing and prospective) in order to close our gender pay gap wherever we can.