

GENDER PAY GAP REPORT



Northern Recruitment Group

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Introduction

NRG is fully committed to advancing gender equality in the workplace. We acknowledge that the gender pay gap remains a major issue that requires urgent attention, and we are determined to contribute to bridging this gap. We strongly believe that by collaborating, we can create a future where everyone is compensated fairly and enjoys equal prospects for success in their professional pursuits.

The Gender Pay Gap Report from NRG is a comprehensive and detailed analysis that examines the complex issue of the difference in earnings between men and women in the workplace. The report delves into the root causes of the gender pay gap and presents practical and effective solutions that employers can implement to close this gap. Through rigorous data analysis and thorough research, the report provides a deep and nuanced understanding of the gender pay gap across various industries, job levels, and geographic regions.

Moreover, the report explores how various factors such as education, age, experience, and other demographic characteristics affect the gender pay gap. It provides insights into the extent to which these factors contribute to the gender pay gap, which can help inform strategies for reducing the gap. In addition, the report highlights the impact of unconscious bias, discrimination, and systemic inequalities on the gender pay gap and provides recommendations for policies and practices that can help address these issues.

By highlighting the gender pay gap and providing concrete recommendations, the Gender Pay Gap Report from NRG aims to drive progress towards achieving greater gender equality in the workplace. The report is a valuable resource for employers, policymakers, and advocates seeking to address this persistent and pervasive issue, and provides a roadmap for creating more equitable and inclusive workplaces for all.

What is the Gender Pay Gap?

The gender pay gap in the UK refers to the disparity in average earnings between men and women and is a persistent issue that has garnered significant attention from various stakeholders. Despite efforts to address the issue, women still earn less than men across different sectors and industries.

The Office for National Statistics (ONS) reported that the gender pay gap in the UK stood at 15.5% in 2021, which means that women earn an average of 85p for every £1 earned by men. This figure has improved slightly in recent years, but the rate of progress has been slow.

The gender pay gap varies across different industries and job roles, with some sectors showing larger disparities than others. For example, women in the financial and insurance sectors earn around 30% less than their male counterparts, while those in healthcare and education have smaller gaps, but the issue remains widespread.

Several factors contribute to the gender pay gap, including occupational segregation, inflexible workplace practices that impede women's career progression, and the impact of motherhood on women's earnings. Unconscious bias and discrimination in hiring and promotion processes also contribute to the gap.

Addressing the gender pay gap requires a comprehensive approach that includes policy interventions and cultural changes. This includes implementing transparent pay structures, promoting flexible working, and increasing support for parents, especially mothers. It also involves challenging gender stereotypes and unconscious biases, promoting women's leadership, and ensuring women's representation in all sectors and levels.

In conclusion, the gender pay gap is a complex and challenging issue that requires sustained attention and action. While progress has been made in recent years, much more needs to be done to achieve gender equality in the workplace and beyond.

Message from Leadership

At NRG, we understand that promoting diversity and inclusion in the workplace is crucial to creating a successful and thriving business. One of the critical challenges we face is the persistent issue of the gender pay gap, which affects not only our industry but also society as a whole.

We acknowledge that the gender pay gap is a multifaceted issue that requires continuous attention and action. As a company, we are committed to ensuring that all our employees are compensated fairly and equitably for their work, regardless of their gender. We believe that paying employees based on their skills, qualifications, and experience is vital for creating a workplace where everyone can thrive and feel valued.

To address the gender pay gap, we have implemented transparent pay structures that enable our employees to understand how their pay is calculated. We also promote flexible working arrangements that enable employees to balance their work and personal responsibilities. Furthermore, we recognise the impact of motherhood on women's earnings and have increased support for parents, particularly mothers, who face additional challenges in balancing work and family responsibilities.



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We are also working to address systemic barriers to women's career progression, challenging gender stereotypes, and promoting women's leadership and representation at all levels of our organisation. We believe that by encouraging women to take on leadership roles, we can promote gender equality and create a more inclusive workplace.

Overall, we believe that creating a more equitable and inclusive workplace benefits everyone, including our employees, clients, and candidates. We are committed to working together to help close the gender pay gap and create a future where everyone has equal opportunities to succeed in their careers.

Our Data

Pay Difference



On average, females earn an hourly rate of £11.55, compared to £10.92 for males, resulting in a pay difference of -0.63. This means that women earn, on average, 5.8% more than men. In terms of median hourly rates, females earn £10.32 compared to £9.35 for males, resulting in a pay difference of -0.97. This shows that the median pay difference is, at -10.4%.

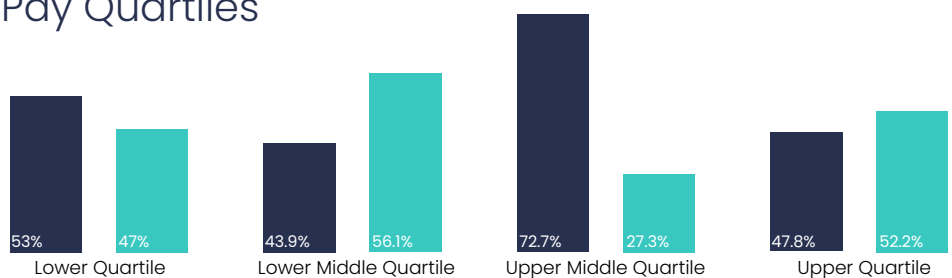
Bonus Difference



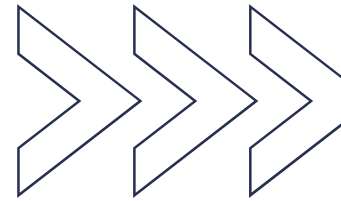
Out of the total employees, 10.5% of females receive a bonus compared to 6.7% of males. On average, the female bonus amount is £885.49, while the male bonus amount is £532.64, resulting in a pay difference of -£352.85. The mean bonus difference is -66.2%, indicating that female employees, on average, receive a much higher bonus than their male counterparts. Interestingly, the median bonus amount for both genders is the same, at £75, with no difference in the median bonus difference between males and females.

Pay Quartiles

The bar chart illustrates the gender distribution at NRG across four equally sized quartiles.



Conclusion



We always strive for an equal workplace

NRG's report on the gender pay gap highlights the continued need for action to achieve true gender equality in modern workplaces. While progress has been made, slight wage disparities still exist between men and women in various industries and roles.

The report stresses the importance of increased transparency and accountability in pay practices, urging employers to take a more proactive approach to addressing gender-based pay disparities. Our company has implemented several initiatives, including equal pay policies, regular pay audits, and a diversity and inclusion committee, to promote equal opportunities for all employees and address gender-based wage gaps.

Eliminating the gender pay gap requires a collective effort from employers, policymakers, and society as a whole. We believe in establishing a culture of pay transparency and accountability, providing equal access to training and development opportunities, and creating a diverse and inclusive work environment that enables all employees to reach their full potential.

In conclusion, NRG's report serves as a reminder of the ongoing need for action to achieve true gender equality in the workplace. Our company is committed to promoting equal opportunities for all employees, and we urge employers, policymakers, and society to work collaboratively to close the gender pay gap and create a more equitable future for all.

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