

# GENDER PAY GAP REPORT



Northern Recruitment Group

# 2022

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# Table of Contents

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- 01 Introduction
- 02 What is the Gender Pay Gap?
- 03 A Message from Leadership
- 04 Our Data
- 05 Conclusion

# Introduction

NRG is fully devoted to promoting gender equality in the workplace. We recognize that the gender pay gap remains a critical challenge that demands urgent action, and we are committed to playing our part in reducing this gap. We firmly believe that through collaboration, we can create a future where everyone receives fair compensation and has equal opportunities to succeed in their professional endeavours.

NRG's Gender Pay Gap Report is an exhaustive and meticulous analysis that examines the multifaceted issue of wage disparities between men and women in the workplace. The report offers practical and effective solutions that employers can implement to bridge this gap, while also delving into the root causes of this disparity. Through comprehensive data analysis and in-depth research, the report provides a thorough and nuanced understanding of the gender pay gap across diverse industries, job levels, and geographic regions.

Furthermore, the report investigates how various factors, such as education, age, experience, and other demographic characteristics, contribute to the gender pay gap. It provides valuable insights into the extent to which these factors affect the gap, enabling organisations to devise strategies for reducing it. Additionally, the report highlights the role of unconscious bias, discrimination, and systemic inequalities in perpetuating the gender pay gap, and recommends policies and practices to tackle these issues.

By drawing attention to the gender pay gap and offering practical recommendations, NRG's Gender Pay Gap Report aims to accelerate progress towards achieving gender equality in the workplace. The report is a valuable resource for employers, policymakers, and advocates seeking to address this persistent issue and provides a roadmap for creating more inclusive and equitable 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 disparity between full-time workers widened to 8.3% in 2022, up from 7.7% in the previous year, but remains lower than the pre-pandemic level of 9.0% in 2019. As estimates for 2020 and 2021 are more uncertain than usual, it is advisable to focus on the longer-term trend. While the gender pay gap for all employees decreased from 15.1% in 2021 to 14.9%, it is still lower than the 2019 figure of 17.4%.

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.



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



The average hourly rate for females was recorded at **£11.56**, while for males, it was slightly lower at **£11.39**, resulting in a difference of **-£0.17**. The mean pay difference was calculated at **-1.5%**, indicating that females earned slightly more on average compared to their male counterparts. When considering the median hourly rates, females earned **£10** per hour, while males earned **£10.87** per hour, showing a difference of **£0.87**. The median pay difference was found to be **8.0%**, implying that female employees earned less than male employees at the middle point of the earnings distribution.

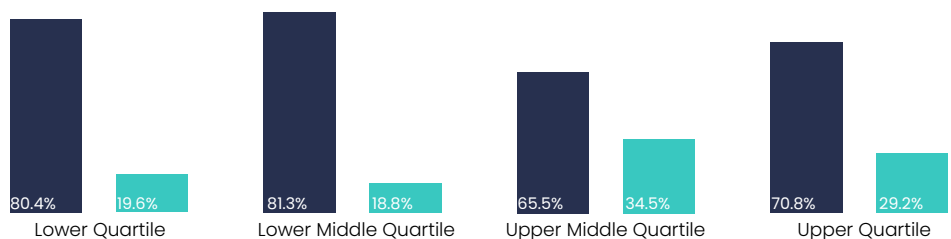
## Bonus Difference



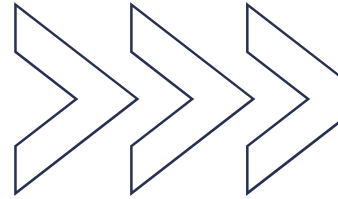
The percentage of employees who receive a bonus is higher for females at **10.5%** compared to males at **6.7%**. On average, females receive a higher bonus amount of **£885.49** as compared to males whose average bonus amount is **£532.64**, resulting in a difference of **-£352.85**. The mean bonus difference was calculated at **-66.2%**, which suggests that the average bonus amount for females is significantly higher than that of males. However, the median bonus amounts for both females and males are the same at **£75**, resulting in a median bonus difference of **0.0%**.

## Pay Quartiles

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



# Conclusion



## We always strive for an equal workplace

At NRG, we are committed to fostering an equal and inclusive workplace for all employees. While the report on the gender pay gap shows that there is still progress to be made in achieving true gender equality, we are proud of the strides we have taken so far.

We believe that transparency and accountability in pay practices are crucial, and we encourage all employers to take a more proactive approach to identify and address gender-based pay disparities. Our company has already implemented several initiatives to promote equal opportunities, including equal pay policies, regular pay audits, and a diversity and inclusion committee.

To close the gender pay gap, we recognise the need for a collective effort from employers, policymakers, and society. It is important to establish a culture of pay transparency and accountability, provide equal access to training and development opportunities, and create a diverse and inclusive work environment that allows all employees to thrive, regardless of gender. We remain committed to this goal and will continue to work towards achieving true gender equality in the workplace.

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