

GENDER PAY GAP REPORT



Northern Recruitment Group

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Introduction

NRG is completely dedicated to advancing gender equality in the workplace. We acknowledge that the gender pay gap remains a significant obstacle that requires immediate attention, and we are determined to contribute to closing this gap. Our strong belief is that by working together, we can build a future where everyone receives equitable compensation and has equal chances for success in their professional pursuits.

NRG's Gender Pay Gap Report is a comprehensive and detailed examination that meticulously explores the multifaceted issue of wage disparities between men and women in the workplace. The report presents effective and practical solutions that employers can implement to bridge the gap, while also investigating the root causes of this disparity. Through extensive data analysis and in-depth research, the report provides a thorough and nuanced understanding of the gender pay gap across various industries, job levels, and geographic regions.

Moreover, the report delves into how different factors such as education, age, experience, and other demographic characteristics contribute to the gender pay gap. It offers valuable insights into the degree to which these factors influence the gap, empowering organisations to devise strategies for narrowing it. In addition, the report highlights the impact of unconscious bias, discrimination, and systemic inequalities in perpetuating the gender pay gap, and recommends policies and practices to address these issues.

NRG's Gender Pay Gap Report aims to accelerate progress towards achieving gender equality in the workplace by drawing attention to the issue and providing practical recommendations. The report is an essential resource for employers, policymakers, and advocates seeking to address this persistent problem, and serves as a guide 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.

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



The average hourly rate for females was recorded at £12.10, while for males, it was slightly lower at £12.04, resulting in a difference of -£0.06. The mean pay difference was found to be -0.5%, indicating that females earned slightly more on average than their male counterparts. When considering the median hourly rates, females earned £10.40 per hour, while males earned £10.80 per hour, showing a difference of £0.40. The median pay difference was calculated at 3.7%, which implies that female employees earned 3.7% less than their male colleagues at the midpoint of the earnings distribution.

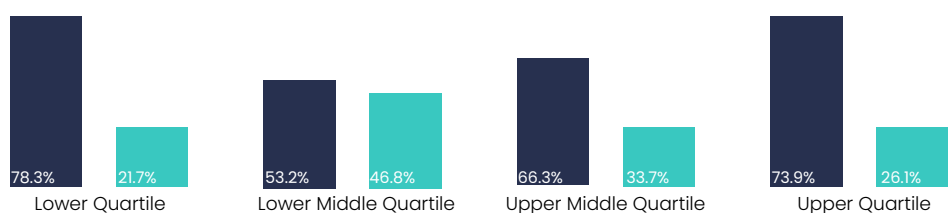
Bonus Difference



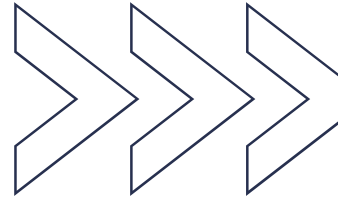
The percentage of employees who receive a bonus is higher for females at 9.2% compared to males at 6.0%. On average, females receive a higher bonus amount of £576.85 as compared to males whose average bonus amount is £317.54, resulting in a difference of -£259.30. The mean bonus difference was calculated at -81.7%, indicating that the average bonus amount for females is significantly higher than that of males. However, when considering the median bonus amounts, females receive a median bonus of £1036, while males receive a median bonus of £145.47, resulting in a median bonus difference of -£891 or -612.2%, which suggests that female employees receive a much higher median bonus compared to their male colleagues.

Pay Quartiles

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



Conclusion



We always strive for an equal workplace

Our report sheds light on the progress made towards gender pay equality while acknowledging that there is still room for improvement in various industries and roles. The report advocates for transparency and accountability in pay practices, encouraging employers to proactively identify and address any gender-based wage disparities. NRG has taken steps to promote equal opportunities, including the implementation of equal pay policies, regular pay audits, and the establishment of a diversity and inclusion committee.

Closing the gender pay gap requires a collaborative effort from employers, policymakers, and society. The report highlights the importance of 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 allows women to advance to senior leadership positions.

NRG's report serves as a rallying cry for continued efforts to achieve true gender equality, emphasising the ongoing actions and initiatives necessary to close the gender pay gap. Employers, policymakers, and society must work together towards this goal, creating a more impartial future for all.

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