

# ENABLING THE FUTURE OF WORK

## GENDER PAY GAP REPORT 2019

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[www.brightwork.co.uk](http://www.brightwork.co.uk)  
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**Brightwork**  
Recruitment

# BACKGROUND

**At Brightwork, we want to ensure that everyone is rewarded fairly for their work and enjoy the same access to all opportunities.**

Ensuring we encourage career progression for all colleagues in our business, regardless of gender, has always been and remains at the heart of our leadership team's agenda. All of our employees are important to us and we remain committed to attracting and retaining the very best talent to the business and ensuring that gender is never a factor in decisions.

Being a truly diverse and inclusive company is not only the right thing to do, it is crucial to helping us grow, attract talent and engage with our customers. We believe that having an inclusive workforce, which represents society, is crucial to our long-term success.

# WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference between men and women's average earnings per hour and is expressed as a percentage of men's pay. Our mean Gender Pay Gap is 10.9%.

This is not the same as an "equal pay gap" which measures the pay for males and females doing the same work.

At Brightwork, we are confident that men and women are paid equally for doing equivalent jobs across our business. The causes of a Gender Pay Gap can be a complex and shifting mix of factors including work, society and family, but by monitoring the pay gap between men and women, we can better understand the gap and so target action to reduce it.

# OUR FINDINGS

On 5th April 2019, in total, Brightwork employed c.60 monthly paid permanent employees and c.17,000 weekly paid temporary contractors. Overall, our mean Gender Pay Gap is 10.9%. Last year we reported a gap of 10%.

These results are affected by over 96% of employees being contractors. On their own, the temporary workers mean Gender Pay Gap is 11.78% and none receive any bonus. All are paid the same hourly rate for the same work, irrespective of gender. However, the gap is explained by those workers involved in the higher paid Driving sector being predominantly male.

In the opinion of the Directors, it is more meaningful to report data for the permanent employees only. For this group of employees, the mean Gender Pay Gap is 18.7%.

# POPULATION BY PAY QUARTILES - GENDER DISTRIBUTION, PERMANENT EMPLOYEES ONLY

These quartiles represent the pay rates from the lowest to the highest for our employees split into four equal sized groups, with percentage of men and women in each quartile. In total, 59% of our permanent employees are female.

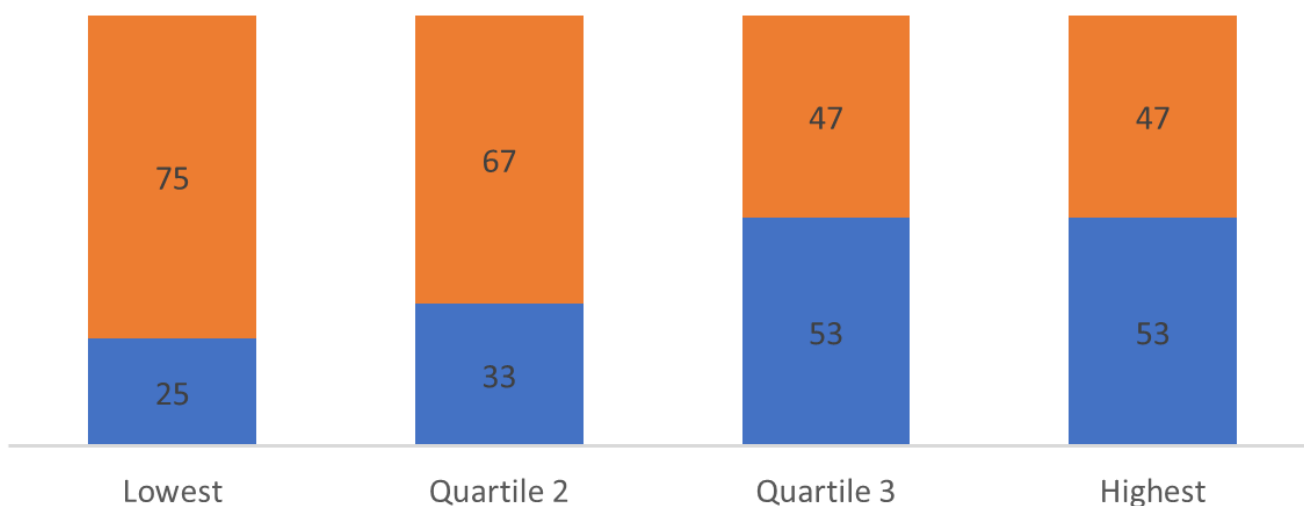
# RATE OF PAY PER HOUR - PERMANENT EMPLOYEES ONLY

We recognise that our Gender Pay Gap, in line with many other UK companies, is largely attributable to the fact that more male colleagues are working in our senior roles.

This is shown in the chart below, which ranks all of our colleagues pay from lowest to highest and then divides it into four equal groups with the first group being the lowest paid. This analysis shows that as pay increases the proportion of male colleagues also increases.

Population by pay quartiles

■ Male ■ Female



# BONUS PAY - PERMANENT EMPLOYEES ONLY

Every colleague has a part to play in contributing to Brightwork's success and we believe it is important that everyone is rewarded fairly for the performance of our business.

Overall the percentage of males and females that received a bonus was 48% and 33% respectively, and our mean gender bonus pay gap is 43.5%, which reflects the fact that there are currently a higher proportion of male colleagues in senior roles at Brightwork. There is no change in this from last year.

# BRIDGING THE GAP

This information in our report supports us in pro-actively managing our female talent pipeline. Brightwork has always been a place for people to get on in their career, regardless of their gender, background or education.

Career advancement is open to all colleagues. However, there is still more we can do to help reduce the gender pay gap across our business.

During the past couple of years, we launched several development programmes across the organisation, which have attracted some of our female managers to take part. In particular, we have created a Career Development Framework with leaders across the organisation which will give all our people the opportunity to develop their career as well as continuing to offer 1:1 leadership coaching for our female leaders. In addition, we recently launched our new “talent track”, providing the opportunity to regularly review all talent that we have in the organisation including the creation of personalised development plans to enable career progression. We are confident that these initiatives will support the career development of our female workforce.

At Brightwork, we have an ambitious People Strategy taking us through to 2022. In 2019 we focussed on getting the basics in place and creating a solid foundation for the future. Improving our record in gender diversity will help us achieve our ambitions of being externally recognised as an employer of choice in the recruitment industry by 2022.



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