



Celebrating 20 years of  
good work in Scotland.

**Brightwork**  
Staffline

# Gender Pay Gap Report

2025



# Good Work Starts with Equal Pay

At Brightwork we want to ensure everyone is rewarded fairly for their work and enjoys 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 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, but also 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.

The most recent national gender pay gap according to the Office for National Statistics (ONS) is **12.8% across all employees.**

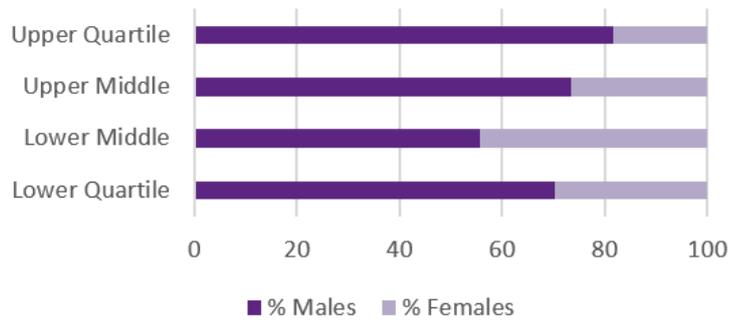
At Brightwork, the **mean gender pay gap is 7.2%, with a median gender pay gap of 11.7%.**

At Brightwork **over 90% of employees are temporary workers**. All are paid the same hourly rate for the same work, irrespective of gender.

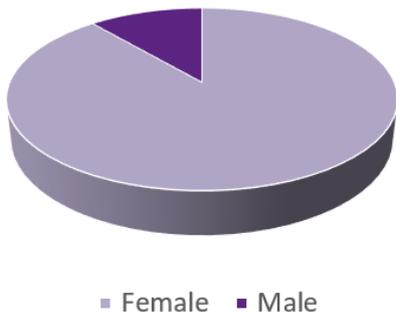
We recognise that our Gender Pay Gap, in line with many other UK companies, is largely attributable to the fact that more male colleagues are working in our senior roles.

This analysis shows that as pay increases the proportion of male colleagues also increases.

### Company Pay Quartiles



### Bonus Recipients by Gender



Our figures show that although there is a higher percentage of females receiving bonus than males, **our mean gender annual bonus gap is 75%, with a median gender annual bonus gap of 79%.**

This is again due to the relative number of senior male colleagues.

We confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap) Regulations 2017.

**Sarah White, People & Culture Director**