



Gender Pay Report 2023





Introduction

Mach Recruitment provides both on-site and branch recruitment services to suit any organisations infrastructure. With a proven track record working with companies around the UK our inventive, original and proactive methods work. Underpinning our success is our people, both our permanent colleagues and our temporary workers therefore rewarding them fairly and removing barriers to equality is key.

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. As the business employs both permanent and temporary staff we have two very distinct types of workers for the purpose of gender pay reporting; permanent staff and temporary workers.

The following report will cover off the following key areas as required by the Government Equalities Office;

- Mean hourly pay and bonus pay gap for the pay period 5th April 2023
- Median hourly pay and bonus pay gap for the pay period 5th April 2023
- Proportion of males / females that received a bonus in the 12 month period ending on the snapshot date
- Proportion of males / females in each quartile pay band

The report focuses on the pay period which the 5th April 2023 fell (snapshot date). On this snapshot date temporary workers accounted for 98% of the total reportable workforce, it is important to note that temporary colleagues pay rate is dictated by the Client they work for. Of the total reportable workforce 36% were female and 64% males.

As Mach Recruitment continues to grow it is key that diversity and inclusion is at the forefront of everything that we do, the findings of the gender pay report will play a key part in our future growth strategy. In order to support us in this and in the interest of transparency, the report has been broken down into 2 key areas;

- Overall findings for the full workforce at Mach Recruitment, including temporary workers
- Findings for permanent employees only





Our Findings

Measure (All Staff)	
%Male	64%
%Female	36%
Mean Gender Pay Gap	0.1%
Median Gender Pay Gap	0%

Total Workforce

Of our total reportable workforce there is little pay gap identified. This is due to the majority of our workforce (99%) being made up of temporary workers where there is a standard rate of pay set by Clients. Due to such a large % of temporary workforce the permanent employee gap is hidden within these figures

Summary

As an overall workforce there is little gender pay gap between males and females, we do however acknowledge the data is skewed by the high volume of temporary workers within the report.

It has been identified that there is a mean gender pay gap of 18.90% within our Permanent workforce due to a large portion of male colleagues in senior roles but this has seen a decrease of 5% since last year due to the focused market rate that has been completed. We have seen a greater number of women bought into senior roles and this will continue to be a focus of ours with structured internal career development, flexible working and talent attraction.



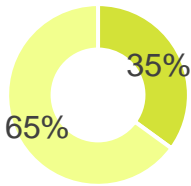


Pay Quartile Bands

As the majority of the reportable workforce (98%) are temporary workers on a basic hourly rate there is little difference in each quartile when comparing it to the % of male/female workers.

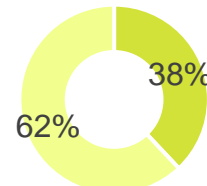
Upper Quartile

■ Female ■ Male



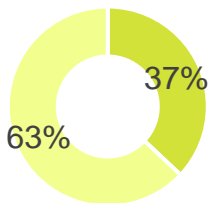
Upper Middle Quartile

■ Female ■ Male



Lower Middle Quartile

■ Female ■ Male



Lower Quartile

■ Female ■ Male

