

Gender Pay Gap Data

Reporting Year 2023/2024



We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and the Government website to comply with the legislation.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We do this by using our existing HR and payroll records. All employees can confirm and update their records if required, by contacting **Jack O'Brien** on **01376 502999**.

The data in the following page represents mean and median average hourly rates of pay for men and women for Prime Appointments Ltd which combines our head office staff and our temporary workforce.

Pay rates for our temporary workforce are outside of our control and therefore, Prime Appointments Gender Pay Gap values are restricted to data influenced by other businesses for these workers.

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Hourly Pay Gap

Women earn £11.50 for every £11.44 that men earn, when comparing median hourly pay. Their median hourly pay is 0.6% higher than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 1.05% higher than men's.



Bonus Pay Gap

Women earn £1 for every £1.13 that men earn when comparing median bonus pay. Their median pay is 12.5% lower than men's



Percentage of Men & Women in each Pay Quarter

Women occupy 33.8% of the highest paid jobs and 25.7% of the lowest paid jobs.

Upper hourly pay quartile
(Highest paid)



33.8%



66.2%

Upper middle pay quartile



38.4%



61.6%

Lower middle pay quartile



27.0%



73.0%

Lower quartile
(Lowest paid)



25.7%



74.3%

When comparing mean (average) bonus pay, women's mean bonus pay is 39.4% lower than men's

Who received bonus pay



3.5% Women



0.8% Men