



Exchange People

Gender Pay Gap Report 2018

Exchange People – Gender Pay Gap Report

Introduction

Exchange People are required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report is the second Gender Pay Gap Report that has been produced by Exchange People.

For the 2018 Gender Pay Gap, a snapshot date of 5th April 2018 was used. For the purposes of this report, the term 'employee' shall encompass all individuals engaged by Exchange People on the snapshot date, including workers engaged on a temporary contract for services.

As a family-run employment business, we're proud to operate to the highest ethical standards, and we ensure that equality is of paramount importance in every decision that we make. Whether it is a placement with one of our clients, or an internal position within our own offices, Exchange People will always strive to match the right candidate to the role, regardless of their gender.

Mean Gender Pay Gap

-5.44%

Median Gender Pay Gap

0.00%

Figures

Mean Gender Bonus Gap

-20.97%

Median Gender Bonus Gap

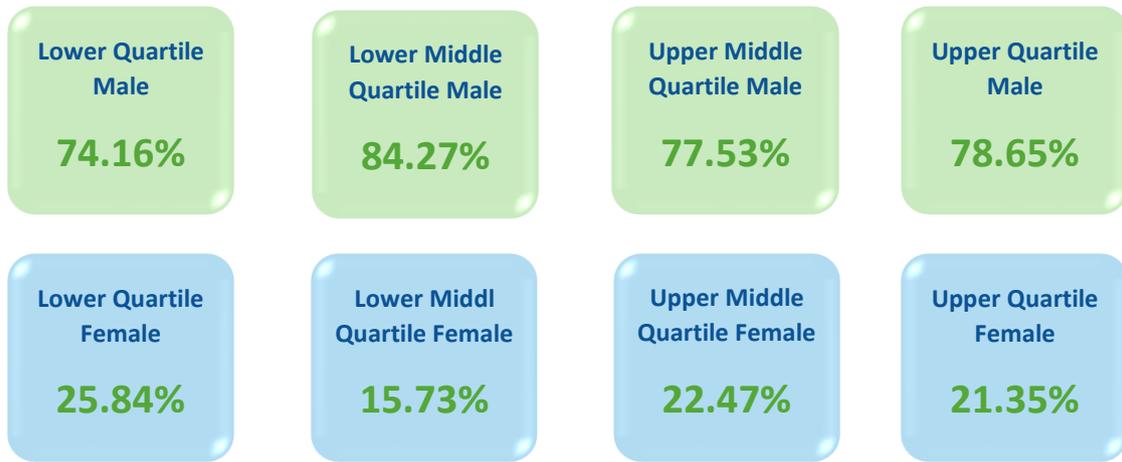
-46.04%

Male Employees Receiving Bonus

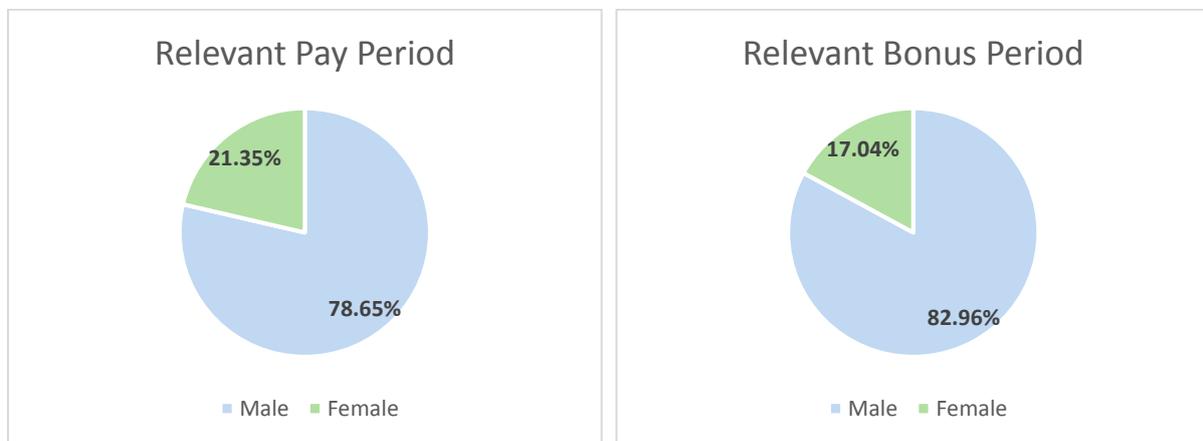
13.41%

Female Employees Receiving Bonus

15.63%



For context, the charts below show the percentage of male and female employees during the Relevant Pay and Bonus Periods:



Summary

The above figures demonstrate that Exchange People has a negative Gender Pay Gap. This means on average women earn more than men, both in rate of pay and bonus payment, as well as being more likely to receive a bonus.

Whilst, as an employment business, we are often not in a position to set the rates of pay for our workers who are on assignment with clients, we will continue to promote best practice within our recruitment operations and ensure that the most suitable candidate is always selected for each role, irrespective of their gender.

Exchange People's commitment to promoting, and achieving, equality serves to demonstrate our dedication to providing excellent customer service in everything we do, and that's why we're extremely proud of the reputation we have as an agency that clients want to deal with, and candidates want to work for.

I hereby confirm that the information contained within this report is accurate and reflective of our organisation.



Martin Harkness
Director