

# **Ambitions Personnel Ltd**

## Gender Pay Gap Report

2023

# WELCOME

Ambitions Personnel Ltd. is an independently owned and family-run recruitment agency operating predominately in the East Midlands and East of England with an average annual turnover of over £50m over the last 5 years. The landscape of the recruitment industry and UK employment market is continually changing and evolving, and no more so than in the current climate.

Throughout our 34 years in business, we are proud to have built a reputation for excellence. Our people are central to our success, and undoubtedly their passion and commitment is what continues to drive our business forward. We aim to be an employer of choice, and are keen to promote the recruitment industry as a place to build a long and successful career.

We consider ourselves extremely fortunate to be in a position to provide opportunities to such a diverse array of people, and, as a large employer, take our duty to ensure every member of staff is treated equally, very seriously. Commitment to equality is at the forefront of our processes and therefore we welcome this opportunity to report our current position and reflect on how we can do more.

We have two clear categories of people on our payroll; the staff we employ within our own branches (who account for less than 3% of the total number of people paid by us), and the workers we supply into assignments across a wide spectrum of industries, in both the public and private sectors.

The scope of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require us, as an employer of in excess of 250 people, to produce this report based on our payroll as a whole; including both our own employees and our workers. The contents of this report have been produced in line with the regulations, and as such, it is important to note that this is not an equal pay report. We are confident that people performing the same roles are paid equally, and everyone has access to the same opportunities, irrespective of gender.

I confirm that the information contained within this report is accurate as of the snapshot date of 5 April 2023.



A handwritten signature in blue ink, appearing to read 'Amanda Watson'.

Amanda Watson - Director

# GENDER PAY GAP - OUR RESULTS

The mean gender pay gap is the difference between the average earnings per hour for males and females. Currently, the UK's national gender pay gap is reported as being 14.3% (source: ONS), whereas we have a mean difference of 2.6%.

In general, our temporary workforce receive an hourly rate of pay which is set by the end-user client, and therefore outside of our control. Our recruitment business supplies high volumes of workers into unskilled roles, such as within the food production and warehousing sectors. As such, the majority of our overall payroll consists of workers who are being paid at the prevailing National Minimum Wage (NMW) or National Living Wage (NLW), resulting in our mean and median gender pay gap being very close to parity.

The median figure is obtained by listing the pay received by males and the pay received by females in ascending order; then taking the midway point of each and working out the percentage variance. The .gov website states that it's highly unlikely to have a median percentage at zero, but possible in the scenario of having a large number of employees concentrated in the same pay grade which is why ours is so close. This scenario applies to Ambitions given the majority of staff being paid at NMW or NLW and has remained similar over the last four years of reporting.

# 2.6%

**Our Mean Gender Pay Gap 2022**

# 3.2%

**Our Median Gender Pay Gap 2022**

# GENDER PAY GAP - BONUS PAY

The data used to produce the calculations relating to bonus pay is from payments made between 6th April 2022 and 5th April 2023.

Under the definition of bonus pay, we have included any payments made which are above and beyond normal wages, including profit share, productivity, performance, incentive or commission. These calculations relate only to the employees working within our own company, and do not include temporary workers. Without our temporary workers, we would not fall within scope of mandatory gender pay gap reporting.

Bonus' paid to our own staff are derived from overall company, branch or account profitability, rather than being linked to individual performance. Within our business, we have a higher proportion of female staff than males, and this is also reflected in our senior management team, which includes our two directors, who are both female. Overall, proportionally more female employees receive a bonus compared to male employees.

However, because the data surrounding bonus' is based on such a small number of people (this year; only 17 people were within scope of reporting on bonus figures) compared to the pay related questions, the calculations are easily skewed (as seen in the mean bonus gap figure). This has always been the case since the reporting requirement was introduced, however, we are still required to report these figures.

**46%**

**of Female Employees Receiving a Bonus**

**40%**

**of Male Employees Receiving a Bonus**

# BRIDGING THE GAP

We recognise that, as a large employer, our commitment to bridging any gender pay gap goes far beyond producing an annual report.

As explained earlier in the report, whilst we have limited influence over the hourly pay rates of our workers and therefore the majority of our gender pay gap results, we commit to continue implementing the following measures which are within our control over the coming year:



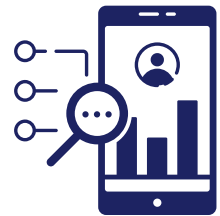
## **FLEXIBLE WORKING**

Continuing our commitment to offering flexible working opportunities – we want to ensure that everyone working for us is able to achieve a work / life balance suited to their individual circumstances



## **RECRUITMENT ADVERTISING**

We constantly monitor our recruiting advertising to ensure any job adverts across all channels are free from gender bias and avoid use of gendered language. We provide regular training to staff members who are responsible for this and keep in touch with industry best practice through our Recruitment and Employment Confederation membership. Through our HR team's CIPD membership, we are also able to access resources surrounding this issue.



## **IMPROVED APPLICANT TRACKING**

We have automated some of our application process. The new system provides better mechanisms for tracking applications. This is useful to monitor, particularly in sectors where there has historically been a trend towards a higher number of applications from female or male candidate.



## **EMPLOYEE FEEDBACK**

Employee feedback – we ask our own staff for their feedback within our already established bi-annual employee survey. Whilst the majority of our current managers are 'home-grown' and we believe we offer a level playing field for individuals wanting to progress their career, we continue to make this an area of focus when analysing the results and implement any remedial action as necessary.

# RESULTS SUMMARY

**2.6%**

**Our Mean Gender Pay Gap 2022**

**3.2%**

**Our Median Gender Pay Gap 2022**

**35.7%**

**Our Mean Gender Bonus Gap**

**-0.65%**

**Our Median Gender Bonus Gap**

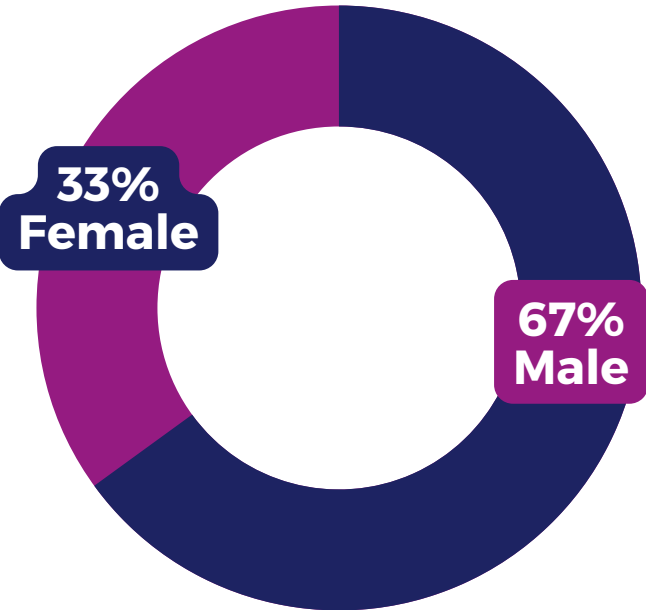
**46%**

**% Female Employees Receiving a Bonus**

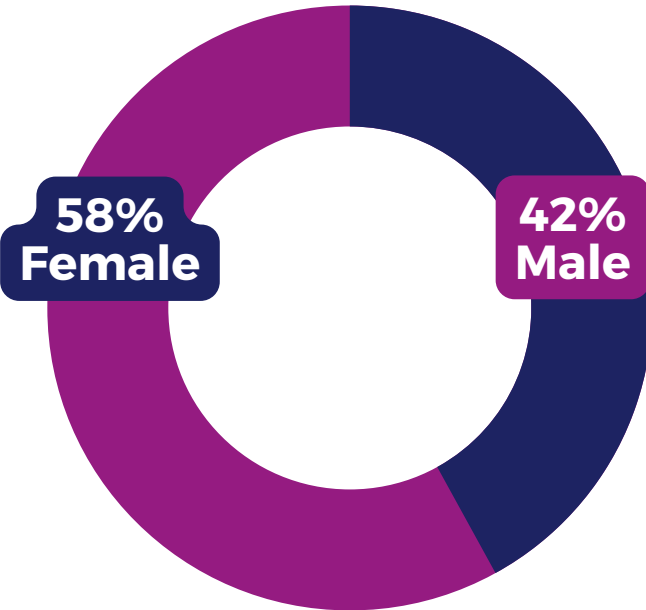
**40%**

**% Male Employees Receiving a Bonus**

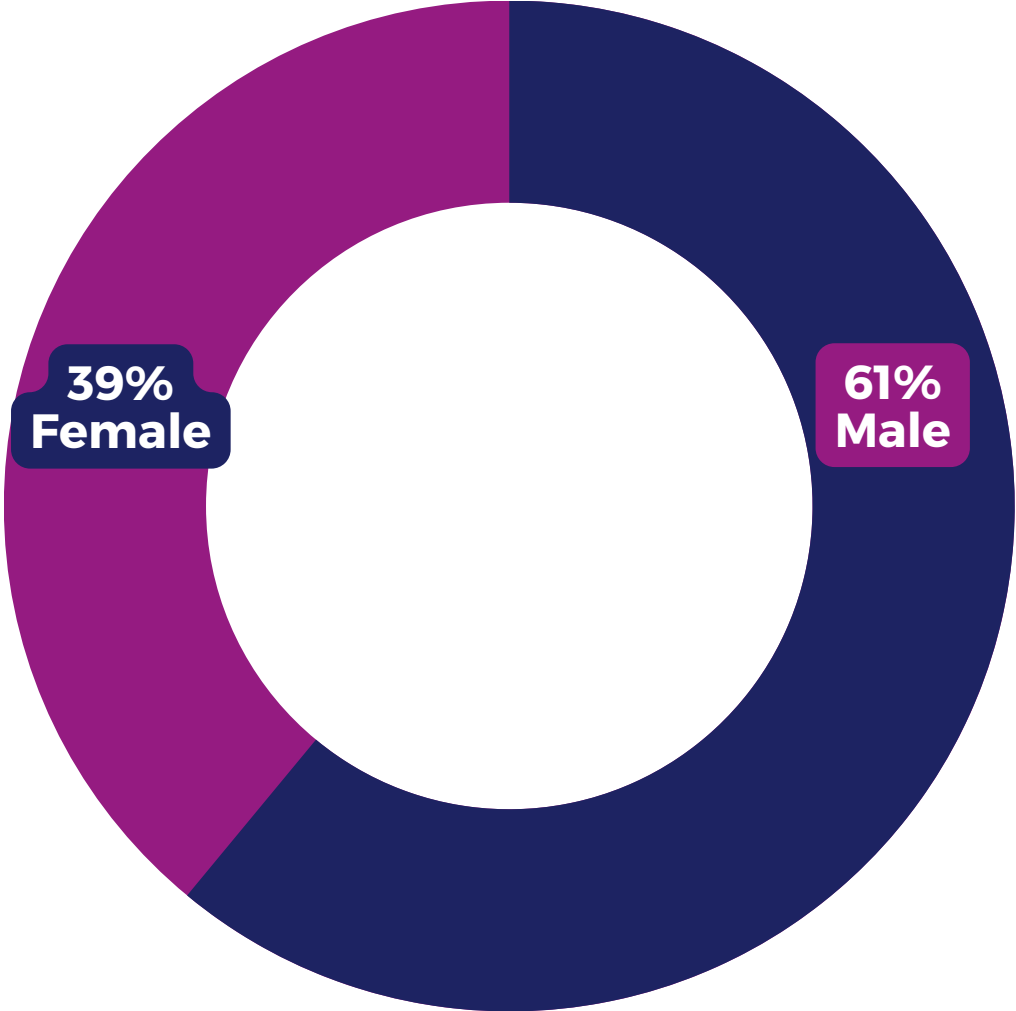
# PAY QUANTILES



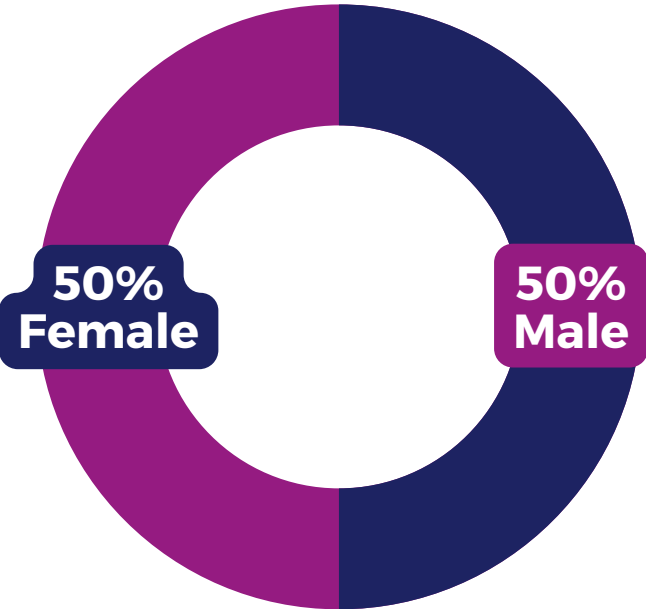
**Lower**



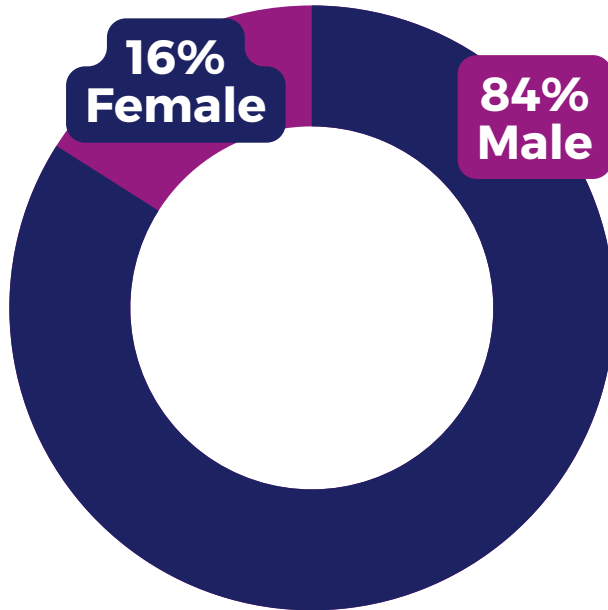
**Lower Middle**



**Total Workforce**



**Upper Middle**



**Upper**