

HSS HIRE GENDER PAY REPORT

2017

» At HSS Hire Group we are committed to diversity in our workforce, with equal opportunities for males and females across all areas of our business. Here we release our gender pay report which shows a median pay gap of 8.2%. «

UNDERSTANDING THE HIRE INDUSTRY

The hire industry is typically male dominated; however we are committed to attracting more women into our business, and rewarding them consistently with the salary, bonus and benefit structures of our male colleagues.



82.5

% of HSS
Male
Employees



17.5

% of HSS
Female
Employees

THE PAY GAP

We are committed to paying all our colleagues fairly, regardless of gender, and the results released in this report demonstrate that the gap at HSS is significantly lower than the national average of 17.4%. This gap is simply due to a higher number of males occupying more senior roles across the business.

% PAY GAP

	MEDIAN	MEAN
Pay gap	8.2	0.0

% difference between
Male & Female HSS Employees

% GENDER SPLIT BY PAY BAND



82.2	UPPER (75-100%)	17.8
83.2	UPPER MIDDLE (50-75%)	16.8
80.6	LOWER MIDDLE (25-50%)	19.4
83.9	LOWER (0-25%)	16.1



ANALYSIS OF COLLEAGUES RECEIVING A BONUS

The majority of our senior level sales roles are occupied by male colleagues, whilst many of our female sales colleagues are in more junior roles which receive a lower level of bonus payment. Bonus levels are purely dictated by role, so where males and females are in the same role, their entitlement is the same.

% OF FEMALES AND MALES RECEIVING BONUS PAY



37.9

% of HSS
Male
Employees



39.0

% of HSS
Female
Employees

% BONUS GAP

	MEDIAN	MEAN
Bonus gap	12.4	44.6

% difference between
Male & Female HSS Employees

WHAT ARE WE DOING TO INCREASE THE NUMBER OF FEMALES IN OUR BUSINESS?



International
Women's Day

We are committed to closing the gender pay gap, and increasing the number of women occupying senior roles within all areas of our business. Each month we produce dashboard reports for the senior management team with gender diversity statistics, and we are actively looking at ways to help us improve this.

In March of each year we undertake campaigns internally and externally to support International Women's Day, which aim to promote the broad range of careers available to women at HSS Hire. We believe that increasing awareness of the range of opportunities within the hire industry plays a key role in attracting more women into our business. We are currently implementing new agreements with the recruitment agencies we work alongside to ensure that they are providing gender diverse short lists for any roles they are helping us to recruit.

Our generous benefits package is designed to be both family friendly and to help women in the workplace, with a number of flexible working options available in many roles, as well as benefits such as childcare vouchers and healthcare cover. We also offer enhanced maternity benefits, including 12 weeks maternity leave at 90% of earnings, doubling the statutory 6 weeks offered by most other employers.



Steve Ashmore
CEO HSS