

# HSS HIRE GENDER PAY REPORT 2019

Here at HSS we understand that a diverse workforce is a strong workforce. By bringing together colleagues from different backgrounds and experiences, we can create the best hire experience for our customers across the UK and Ireland, as well as creating a rewarding environment for our colleagues.

## UNDERSTANDING THE HIRE INDUSTRY

The hire industry is very similar to those like construction, where the majority of roles are typically held by men. We have a number of processes and initiatives in place to ensure we are offering opportunities to women, and creating a culture where they can build their careers with HSS.

Our figures this year are broadly comparable to last year. We have increased the profile of women in our senior management population with the appointment of a female director for our Scotland division and a female managing director leading the growth of our rehire business.



85.5

% of  
HSS Male  
colleagues



14.5

% of  
HSS Female  
colleagues

## THE PAY GAP

Our 2019 pay gap results demonstrate a slight shift towards pay parity from a -2.9% median pay gap, to -1.0%, significantly better than the UK average of 17.3%. We remain committed to rewarding our colleagues fairly.

% PAY GAP	2019
Median	-1.0%
Mean	-1.0%

% difference between Male & Female HSS colleagues

% GENDER SPLIT BY PAY BAND	2019	
	MEN	WOMEN
Upper (75-100%)	86%	14%
Upper Middle (50-75%)	85%	15%
Lower Middle (25-50%)	82%	18%
Lower (0-25%)	87%	13%



## ANALYSIS OF COLLEAGUES RECEIVING BONUS

The majority of our senior management roles which qualify for a higher level of bonus are held by men, which is why we see a difference in the amount of bonus being paid.

Our bonus payment thresholds are determined by role and responsibilities, so where men and women are in the same role and level, they are eligible for the same level of bonus payment, dependent on individual performance.

### % of colleagues receiving bonus pay



### % Median & Mean bonus gap

% BONUS GAP	2019
Median	23.0%
Mean	38.0%

% difference between Male & Female HSS colleagues

## OUR COMMITMENT TO DIVERSITY

We continually strive to improve our employer brand and recruitment processes to ensure we are inclusive and representing our diverse workforce, as well as attracting women into our business. In 2019 we implemented a new applicant tracking system which allows us to identify where we lose female applicants during the recruitment process. This assists us in making improvements to job advertisements, our careers website, as well as working with recruiting managers to ensure we have a transparent, gender neutral recruitment process.

We are committed to creating opportunities for women to make their careers with HSS, and this year we saw an uptake in the number of female colleagues joining our leadership development programs. Within our head office in Manchester, 70% of those taking the course are female, and within our field based program 25% are female.

Our colleagues are key to our success, and we want to ensure that they are rewarded fairly for the hard work they do on our behalf, regardless of factors like gender. We continue to strive for a diverse workforce, and throughout 2020 we will continue to develop our approach to attraction, retention and engagement.

**Steve Ashmore**  
CEO, HSS Hire