

CMD Recruitment Limited

Gender Pay Reporting

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 a government website. We will do this within one calendar year of 5 April 2018.

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.

Further details about how we intend to tackle our gender pay gap can be found by:

- talking to your supervisor or manager
- contacting your HR department

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our HR and payroll records. All employees can confirm and update their records if they choose to by contacting the HR Department.

Gender Pay Gap Results

For Period Ending 5 April 2018:

Total Pay (Median) -10.46%	Bonus (Median) 1.25%
Total Pay (Mean) - 3.21%	Bonus (Mean) 0.23

The above shows the % difference in the average hourly pay rate of men and women employed on 5 April 2018.

Proportion awarded a bonus between 6 April 2017 – 5 April 2018:

7.60% Males

11.02% Females

A higher proportion of women were in receipt of a bonus for this period.

Proportion of quartile pay band:

Lower:

81.8% Male

18.2% Female

Lower Middle:

75.8% Male

24.2% Female

Upper Middle:

68.9% Male

31.1% Female

Upper:

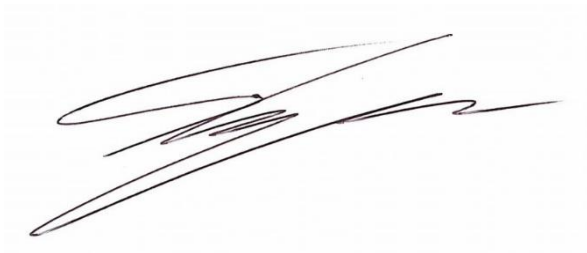
68.2% Male

31.8% Female

Declaration

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Tim Barfoot, Managing Director, CMD Recruitment

A handwritten signature in black ink, appearing to read 'Tim Barfoot', is written over a light grey rectangular background.