

# Gender Pay Report 2017



# Agenda.

- 01 Intro**
- 02 Written Statement**
- 03 About Gender Pay Reports**
- 04 Coyle Personnel Plc**
- 05 Reducing the Gap**

# 01.

## Introduction

This is the Gender Pay Report for Coyle Personnel. This report will be showing:

- Our Gender Pay Gap
- Our Bonus Pay Gap
- Narratives regarding the information
- What we are doing to reduce our Gender Pay Gap

# 02.

## Our Statement

At Coyle Personnel Plc we pride ourselves on diversity and equality, and as part of this, on minimising our gender pay gap as much as possible.

We are confident that we have equal pay within our company and that our male and female employees who are in the same role are paid equally. However, we do have a gender pay gap which we will be working on reducing every year.

As one of the largest independent recruitment agencies in the UK, we understand that it is crucial to report on our gender pay gap so that it can be addressed, and so that our staff, clients and candidates have complete clarity about our companies.

Anna Cooper  
HR Director

# 03.

## About Gender Pay Reports

In April 2017, new legislation came in to force that required all companies with 250 or more employees to publish their gender pay gap.

The gender pay gap is the difference between the hourly rate of male and female employees and is expressed as a percentage.

This differs to equal pay, which ensures that male and female employees are paid equally for doing the same work.

Nationally, one of the biggest reasons for the gender pay gap is that men are more likely to be in more senior roles, which are naturally paid more highly.

# 04.

## Coyle Personnel Plc

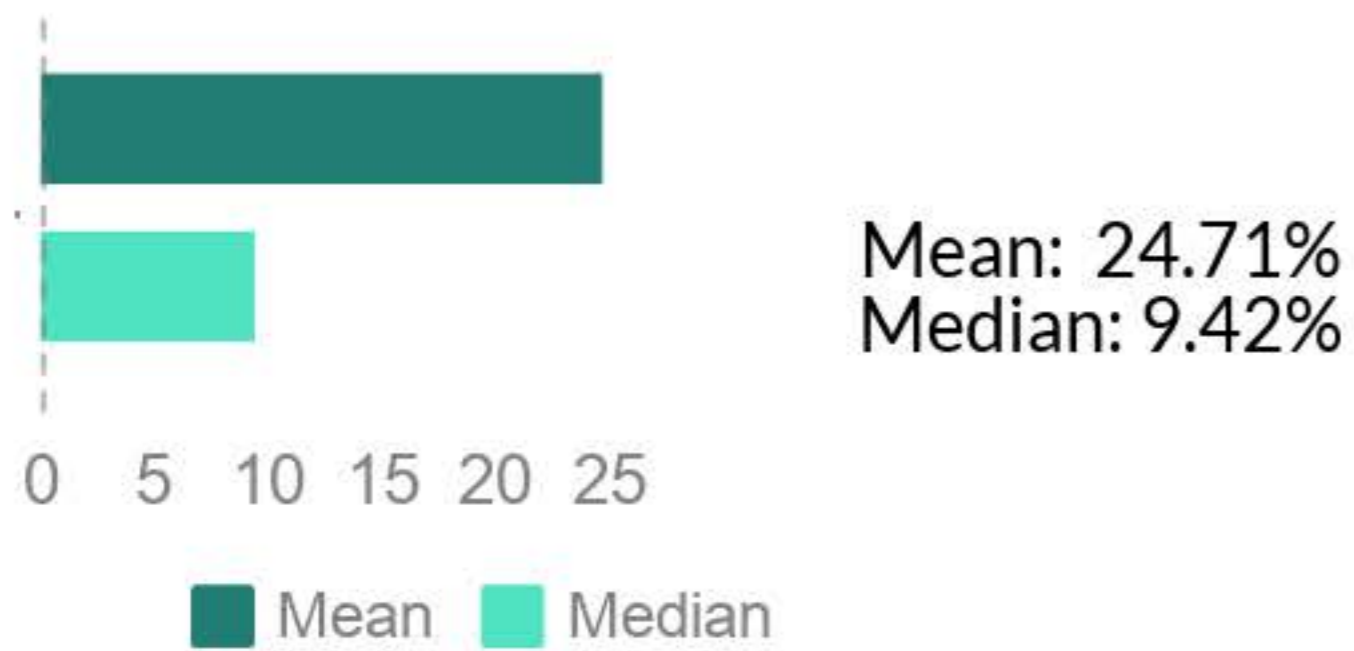
Coyle Personnel Plc was the first of our agencies to be opened and is currently the largest. It specialises in recruitment in the Rail & Construction industries and also has divisions in the Public Sector, Building Services, Professional & Technical, Mechanical & Electrical and Medical.

One of the main reasons for Coyle's gender pay gap is occupational segregation. The biggest divisions within the company are rail and construction and naturally these are highly dominated by men which leads to us being over-represented by male employees.

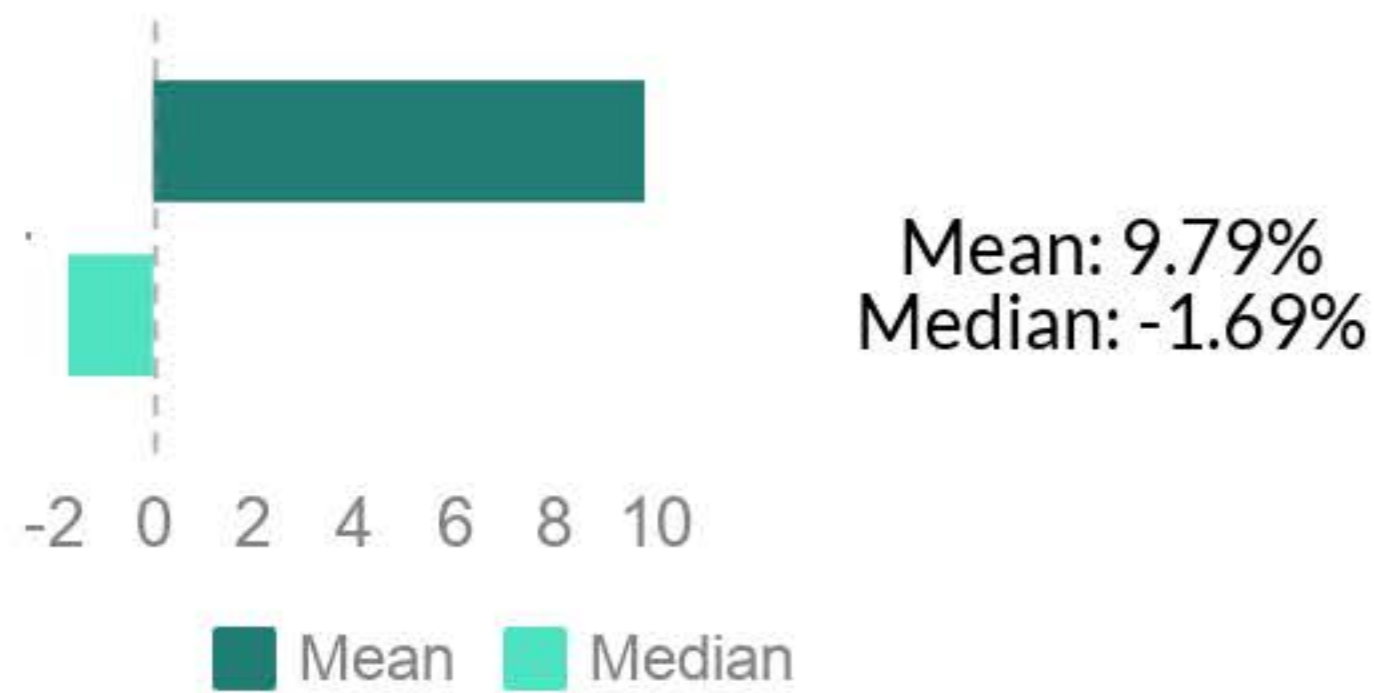
As you will see from the quartile breakdowns, we have a higher number of men than women in all quartiles simply because of the number of male employees that we have, which automatically creates a gender pay gap.

# Analysis

## Gender Pay Gap



## Bonus Pay Gap



16.36% of females received a bonus

30.76% of males received a bonus

## Upper Quartile



## Upper Middle Quartile



## Lower Middle Quartile



## Lower Quartile



# 05.

## Reducing the Gap

As a company, we will be working hard to reduce our gender pay gap. We are now able to, with the Apprenticeship Levy, put our existing staff on to courses to help them progress and move in to more senior positions within the company.

We also now have a female on our Board of Directors and we have a number of our female senior managers working towards becoming Associate Directors. This will help to reduce the gender pay gap because there will be more female employees in the senior, higher paid positions.

We will be reviewing our flexible working policies to be able to give the best employment circumstances we can to anyone who needs to work flexibly, and also those returning from maternity, paternity, parental and long term sick leave.



# THANK YOU

“There is nothing wrong  
with change, if it is in the  
right direction”

- Winston Churchill

