

# 2023 GENDER PAY GAP

Report





AT ASSIST RESOURCING WE BELIEVE IN CREATING A DIVERSE AND GENDER BALANCED WORKFORCE WHICH REFLECTS THE CUSTOMERS AND COMMUNITIES WE SERVE.

The table shows the mean and median hourly pay and bonus pay gap for all staff paid in the relevant pay period, whose pay rates are set by the clients they work for.

**0%** Mean Pay Gap (The difference in mean (average) hourly pay between all men and women)

**0%** Median Pay Gap (The difference in median hourly pay between all men and women)

**26%** Mean Bonus Gap (The difference in mean bonus paid to men and women)

**4%** Median Bonus Gap (The difference in median bonus paid to men and women)

We have a greater proportion of male colleagues within our temporary workforce, who predominantly work within the warehouse and logistics sector where pay rates are typically at or towards the national minimum / living wage, and male workers are more prevalent.

As the pay rates paid to our temporary colleagues are set by our clients, effecting change in our future gender pay gap data becomes much more challenging. However, we are committed to working with our clients and the Senior Leaders within the business to develop strategies and integrate them into our future business plans, we will also take into account our gender pay gap data, ensuring diversity and inclusion remains a key focus area for the future.

Quartiles – Gender Pay temporary and permanent employees

