

A professional photograph of a woman with dark hair, smiling and standing with her arms crossed. She is wearing a light-colored blazer over a dark top. The background is a bright, out-of-focus office interior.

# GENDER Pay Gap



# INTRODUCTION

Since 2017, any organisations based in England, Scotland or Wales, with at least 250 employees, must publish and report on specific figures about its gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. The figures must be calculated using a specific reference date, called the ‘Snapshot Date’. The relevant snapshot date for Brookson Solutions Limited is 5 April each year. These gender pay gap measures are not a representation of equal pay.

## THE REPORTING REQUIREMENTS

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay (Pay Quartiles).

Reporting Requirement	Percentage Difference (%)
Mean Difference in Hourly Rate	-3.46
Median Difference in Hourly Rate	5.04
Mean Difference in Bonus Payment	0
Median Difference in Bonus payment	0

## BONUSES

As no bonuses are paid by Brookson Solutions Limited, the necessary data is recorded as 0.

	MEN %	WOMEN %	NO. OF MEN	NO. OF WOMEN
UPPER (75-100%)	75.05	24.95	355	118
UPPER MIDDLE (50-75%)	74.42	25.58	352	121
LOWER MIDDLE (25-50%)	73.00	27.00	346	128
LOWER (0-25%)	73.21	26.79	347	127
TOTAL			1400	494



## WRITTEN STATEMENT

As noted in the previous report, the number of Brookson Solutions' employees had significantly increased, this has continued to grow greatly with the total number of employees almost doubling, with an increase from 994 to 1894; this growth is fundamentally due to the recent Off-Payroll Working legislation changes. Off-Payroll Workers assessed as Inside IR35 by end-clients need to be paid on a PAYE basis. By requiring these contractors to work via an umbrella company such as Brookson Solutions, the end-client is mitigating its tax liability risk as Brookson Solutions pay all employees subject to PAYE deductions. Furthermore, working via an umbrella company is attractive to these workers as it provides them with the typical contractor flexibility but also gives them the stability and benefits of an employment relationship. Finally, where an end-client's workforce is working via an umbrella company, the end-client is not required to undertake IR35 assessments on these workers (as PAYE deductions are already being made), making this a beneficial arrangement for both client and worker. Whilst most of the increase in employees is males, the mean gender pay gap has become a negative percentage with the average female pay being higher than the average male pay. The highest number of females are contained in the Lower Middle Quartile, with the smallest percentage of males in this Quartile. However, it is evident that there is a relatively even split with both male and female wages across the spectrum. Whilst there is a significant difference in the proportion of male compared to female employees, as only 29.99% of employees are females, this can be explained by the fact that Brookson Solutions predominantly employ individuals within the construction and engineering sectors which are male dominated.

There is also evidence to suggest women tend to prioritise job security and regular income which comes with traditional employment, whereas umbrella employment is akin to contracting and often includes short-term assignments, with short notice periods which can mean flexible payment dates and rates. Therefore, due to the sporadic nature of work, and the risk that there will be times where no work is available on short notice, this limits the number of women who choose to operate this way.

## HOW WE WILL REDUCE THE GAP

Due to the nature of the services Brookson Solutions Limited provides as an umbrella company, Brookson Solutions has little involvement in arranging or negotiating the employee's rates of pay, as the employees source their own work or use a recruitment agency to do so. Brookson Solutions trust that recruiters have the necessary understanding of current market relevant rates for the services provided by our employees. Brookson Solutions will continue to work with trusted recruitment agencies, this relationship will continue to ensure adequate and equal pay rates are offered to its employees. Brookson Solutions is committed to ensuring accessibility to all contracting roles and recognises the need to attract talented individuals for each role, regardless of gender.